AFL-CIO news

VOL. 28, NO. 1
SATURDAY
JANUARY 8, 1983

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Unhappy New Year

Steelworker Jason Williams and 10,000 of his fellow USWA members were given the unhappy New Year's news that Bethlehem Steel Corp. would be shutting down its steelmaking operations in Lackawanna, N.Y., and combining its plants in Johnstown, Pa., by the end of 1983. The result will be a loss of 7,300 jobs in Lackawanna and 2,700 in Johnstown. The ill-timed news hit workers in the middle of the Christmas holidays. Of Bethlehem's 82,000 employees, 30,000 are currently on layoff.

Job issues head agenda as new Congress opens

The new 98th Congress convened on Jan. 3 with a summons for "action now" to get America back to work, but it will be long weeks before the House and Senate come to grips with legislation to achieve that goal.

A post-election session of the outgoing 97th Congress, which ran until Dec. 23, saw hopes for enactment of a jobs bill crushed by a presidential veto threat.

The effort will be renewed in the new and presumably more liberal Congress, House Speaker Thomas P. O'Neill, Jr. promised.

O'Neill took the floor after his re-election as presiding officer of the House to call for federal programs to put "millions of unemployed Americans back to work."

He reminded his colleagues that 4 million more Americans are out of work than two years ago, when the previous Congress convened. "The time for waiting has passed," he declared.

But when the opening formalities were complete, Congress adjourned until Jan. 25, when President Reagan will deliver his State of the Union message.

The President's address traditionally sets out the Administration's legislative goals for the year. The more significant message is due on Jan. 31, however, when Reagan is scheduled to submit his budget proposals to Congress.

The budget involves spending and revenue decisions, allocation of resources among competing programs, and the set-

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The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

1/8/83

Court order bars move to undercut wage protections

By David L. Perlman

A federal court has issued a permanent injunction blocking Labor Dept. regulations that building trades unions and the AFL-CIO charged would undercut Davis-Bacon Act wage protections on federally funded construction.

The trade union movement had accused the Labor Dept. of flouting the intent of Congress, and U.S. District Judge Harold H. Greene agreed.

His decision nullified all but one of the Davis-Bacon Act regulatory changes the Labor Dept. sought to put into effect, and Building & Construction Trades Dept. President Robert A. Georgine termed the ruling a "significant victory for all workers."

Proof needed

Judge Greene's action was a follow-up to the preliminary injunction he issued last July, which prevented the regulatory changes from taking effect until the issues raised by the building trades and the AFL-CIO had been resolved.

His final order made it clear that the Secretary of Labor can't simply overturn half a century of administrative precedents without making a strong showing that the intent of Congress has been misinterpreted over the years.

As Judge Greene saw it, "the basic issue governing this lawsuit is relatively simple." Congress enacted the Davis-Bacon Act and a related law involving submission of payroll records on government contracts some 50 years ago, and the Labor Dept. then issued regulations "to implement the words and purposes" of the legislation.

"In spite of substantial public debate concerning both the laws and the regulations in the years since then, the Congress has not amended the law and it has not expressed its displeasure with the regulations."

Hollow excuse

Further, the decision noted, "15 Secretaries of Labor serving under eight Presidents have never altered the regulatory scheme." Labor Sec. Raymond J. Donovan's "claim to have discovered a wholly different congressional intent rings hollow in the light of that history."

Judge Greene allowed to stand only the regulation amending the previous definition of the prevailing wage as the rate paid to the largest number of workers in a job classification within the geographical area being surveyed, provided that at least 30 percent of the workers in that classification receive that rate. Otherwise, a weighted average is used.

The new regulation changes the 30 percent requirement to 50 percent. Georgine protested that this would more often result in establishing "a prevailing rate which in actual fact is paid to no one."

But he welcomed the nullification of other regulatory changes, including a rule that would have allowed contractors almost unlimited freedom to substitute low-paid, semi-skilled "helpers" for both skilled journeymen and apprentices in training.

A byproduct of such a change, Georgine noted, would have been to close off the apprenticeship route that has brought an increasing number of blacks and other

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Houston project lays solid base for organizing

By Susan Dunlop

The AFL-CIO's Houston Organizing Project has laid a "good foundation" for current and future organizing among the rapidly growing Houston workforce, the federation's Dept. of Organization & Field Services reported.

Imaginative collective bargaining agreements are helping union shops step up competition against non-union contractors, the report notes. And new services are helping unemployed workers cope with the economic downturn.

A significant statistic that doesn't show up in "net gain" figures, the department said, is the large number of workers who have reaffirmed union membership despite the state's "right to work" law, lack of collective bargaining protections for public employees and a general anti-union business and political climate.

The department's director, Alan Kistler, points out that "major pluses and gains" for the project include new election wins, and a substantial amount of "internal organizing where the AFL-CIO is working to spread membership with units already

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Kirkland asks change in course

AFL-CIO President Lane Kirkland called on the new Congress to launch the nation on the "decisive change in course" that the voters chose last November.

Kirkland's New Year's statement noted the deterioration of America's economy over the past 12 months, the product of the "great leap backward" taken by the Reagan Administration.

"There are 2.7 million more men and women searching desperately for jobs" than a year ago, Kirkland said. And the total number unemployed, including so-called "discouraged" workers, exceeds the record set in the worst year of the Great Depression.

Kirkland called for a "return to sanity" in 1983, and an abandonment of the "destructive" doctrine that America should be governed by the marketplace and that its government should play no significant role.

He urged the new Congress to start to "undo the damage already brought about" through past collaboration with "a self-righteous Administration" that proceeded on the assumption that "all previous administrations since 1932 were wicked or foolish."

America's trade union movement helped elect "a Congress capable of resisting and reversing the Administration's course," Kirkland said. And the AFL-CIO is "proud of the role our unions play in the defense of economic equity and justice at the bargaining table."

The task in 1983 and the years ahead, he urged, is "to build on those foundations through collective bargaining and through legislative and political action."

Management consultants

Union-busters thrive under Reagan

Is it any wonder why management consultants are doing a thriving business in the midst of the Reagan Recession. They're getting promoted all over the place.

President Reagan, who seems to find anti-union attitudes a prime qualification for nominees to head the National Labor Relations Board, first tried to put management consultant John Van de Water in the job, but Congress objected to his union-busting record.

Reagan's next choice, Donald L. Dotson, has spent his brief career in the Labor Dept. building up an investigatory task force in pursuit of unions. His agency's 1983 schedule calls for boosting investigations of unions to a "minimum 50 percent" of its worktime.

Dotson has an added qualification. He won't enforce the Landrum-Griffin Act's requirement that consultants must file reports on their union-busting activities. The time allotted for looking into management consultant activities had already been cut in half—from 10 percent to 5 percent.

To make sure his agency's union-investigation time is filled, Dotson secured 150 new slots for investigators who will be poring over union books in 1983 and beyond. The additions to the agency's staff

Fifth in a series

come at a time when the Labor Dept. is laying off experienced employees to conform with Administration budget cutbacks.

All of this is a record worthy of White House attention.

The record befits the Administration whose sympathies, and even its pocketbook, are on the side of the anti-union management consultant. Consider the following:

- The Reagan Administration's handling of the Air Traffic Controllers dispute extended to hiring a union-busting law firm at a typically staggering fee. The Federal Aviation Administration put under contract Morgan, Lewis & Bockius at a cost of $376,000 "to afford an independent viewpoint and analysis concerning the issues raised during the current collective bargaining negotiations with PATCO."

White House advice

At the time of the PATCO dispute, Transportation Sec. Drew Lewis revealed that he had sought legal advice from White House Counsel Fred Fielding, who was a Morgan, Lewis partner before joining the Reagan staff. What advice Fielding's former law firm had for Lewis is unknown. But the Administration's liquidation of the union and the destruction of PATCO members' jobs was a score that would arouse the envy of most management consultant firms.

- The Administration's persistent support for using Medicare funds to pay management consultants in their union-busting campaigns at hospitals was finally blocked in the 1982 tax bill, but only after major efforts by organized labor and a series of windfalls for consultants paid out of public funds.

Modern Management, one of the most active union-busting firms, has drawn its share of Medicare funds while helping hospitals fight employee efforts at union representation.

In its probe of management consultants several years ago, the House Labor-Management subcommittee found that Modern Management had picked up a tidy $250,000 in Medicare funds to run anti-union campaigns for six hospitals in Massachusetts.

That was just one example. The subcommittee reported evidence "that many publicly funded institutions such as schools, hospitals, the Federal Reserve Bank and others have hired consultants to direct their anti-union efforts."

Expressing its dismay, the subcommittee said "public subsidization of anti-union activity violates well-established federal policy of neutrality on the issue of unionization."

Violation of neutrality

"Moreover," it added, "the use of government funds in this manner is not sanctioned by the public, nor is it likely that the public is aware of expenditures of tax dollars for such purposes."

- The Reagan Administration's anti-union stance is especially ironic in the Labor Dept. which is supposed to foster the interests of the worker. Instead, Dotson's Labor-Management Services Administration (LMSA) has made unions and union members his agency's number one target.

In its left-over time, LMSA is espousing the cause of labor-management cooperation in the workplace, promoting the theme of "positive" relations between employer and employee. All the while, it shows a strong operational preference for management consultants over workers' right to organize.

True labor-management cooperation traditionally has had the full support of organized labor. But, as the AFL-CIO Dept. of Organization & Field Services has warned, "Without the union exercising its role as advocate and protector of the workers, it is very likely that the final emphasis will be on improving productivity and profitability at the expense of the workers."

In assessing the Administration's intent in labor relations, the record is a better gauge than public avowals of impartiality. Dotson's LMSA, in siding with management consultants in their efforts to avoid reporting under Landrum-Griffin, is faced with defending its position in the courts.

The Auto Workers filed suit to require Dotson to order the union-busting law firm of Tates, Sykes & Brucker to submit reports as a result of the campaign that it conducted for Kawasaki Motorcycle in Lincoln, Neb. The UAW charges Tates, as the agent, and Kawasaki, as the employer, both engaged in reportable activities in attempting to keep the firm's employees from joining the union.

Despite the Landrum-Griffin Act's stipulations that "direct or indirect" activities to persuade employees to resist unions are reportable, Dotson's LMSA refused to require either Kawasaki or Tates, Sykes to file reports.

This, despite evidence presented by the UAW of such reportable activity as (1) a speech prepared and presented by consultant agent Sykes, (2) organization of an anti-union committee by the consultant, (3) one-on-one contact between employees and the consultant about union-conducted surveys to determine employee attitudes, (4) spying on employees through planted agents and (5) assisting in the preparation of a bomb-threat notice.

Orchestrated assault

The Reagan Administration's direct assault on unions through the Labor Dept. accentuates, and encourages, the management consultant's union-busting posture.

From pre-employment screening to decertification of established unions, employees are being prevented from their legal right to organize and be represented by unions.

From the collection of private data on employees to required polygraph tests, the tactics of management consultants are spread across the employment scene.

Pre-employment screening, the first step in the employment process, was described by the House Labor-Management subcommittee as providing the initial anti-union opening for consultants. They advise employers on how to elicit attitudes of prospective workers about unions, despite the fact it is a violation of the NLRA to "intefere with, restrain, or coerce employees" in the exercise of their rights to concerted activity.

Pre-employment screening

The subcommittee noted, "The refusal to hire a job applicant because of union sympathies has been held clearly unlawful. Yet, these pre-employment screening methods are explicitly aimed at accomplishing this illegal objective."

In its investigations, the subcommittee also found consultants were sharing information on employees among companies planning to expand their workforce. Should the employees have union experience or sympathies, the word was quickly passed on.

One such organization providing employee personnel data was the Industrial Foundation of the South (IFS). Witnesses at the hearings testified that IFS "provides oil industry employers with data on prospective employees, including: evaluations by former employers, union activities, and whether they have filed workers' compensation or other personal injury claims against employers."

Employer scrutiny of workers' activities starts with workplace surveillance by supervisors, the management consultant's primary agents and, as the subcommittee noted, "the best source of information as to who are union supporters."

But the investigations found evidence of more blatant surveillance activities in employer use of undercover agents and detectives. The Wackenhut Corp., for example, has developed worldwide notoriety as a strike-breaking firm. It is a familiar on-scene participant in the most difficult organizing campaigns. Its activities have included provding spies for the Florida Steel Corp. in a Steelworkers campaign, supplying chain-wielding guards in the Wilkes-Barre newspaper strike, and "strike service" in the Madison, Wis., newspaper disputes.

Management complicity

Even with the Reagan Administration condoning management consultant practices, they could not infiltrate the workplace to such a degree without the support of management.

The National Association of Manufacturers, whose blue chip corporate members include many with long-established union contracts, has its own union-busting division. Designated as the Council on Union-Free Environment, the subsidiary was founded to "promote . . . information efforts in support of union-free employers, or other employers who wish to establish union-free status of segments of their workforce."

As an association, the NAM reflects the attitudes of its member companies who on the one hand continue long-established relationships with unions and on the other seek to undercut the rights of their workers to organize and bargain collectively.

The management consultant encourages the union-busting side by fomenting decertification steps by employers, even while the NLRA specifically prohibits employers from initiating such moves. Consultant seminars, the subcommittee investigation found, "not only inform employers about the steps involved in the decertification process, but go beyond to suggest how employees might be encouraged to initiate decertification petitions."

Sheriff with a heart

Pittsburgh—Jobless homeowners in this area, where the unemployment rate is near 14 percent, live in fear of foreclosure on their homes. They have now found a friend in Allegheny County Sheriff Eugene Coon who withdrew 42 homes from a list of properties that were to be sold to pay back taxes and past-due loans.

His action was hailed by Steelworkers District 15 Director Andrew Palm and District 20 Director Walter Bachowski. Both noted mortgage foreclosures are one of the biggest problems facing 50,000 unemployed members in the area.

Sheriff Coon said he was delaying the sale of most private homes while County Judge Nicholas Papadakos tried to arrange a moratorium on foreclosures. County Commissioner Tom Foerster had asked the area banks to establish a fund that would help the unemployed keep their homes.

Kirkland assails South Africa for attack on Lesotho

The AFL-CIO expressed outrage over the recent attack by South African armed forces on civilians in the Lesothan capital of Maseru and renewed its call for an end to the system of apartheid.

"Your flaunting of power against a defenseless people does not improve your image before the world," Federation President Lane Kirkland said in a telegram to South African Prime Minister P. W. Botha.

"You chose to strike and rain death on innocent victims, including children, at a period traditionally devoted to promoting good will in the world and in defiance of the yearning all over the world for peace."

Forty-two people died in the Dec. 9 pre-dawn attack. The South African government said the raid was provoked by intelligence reports that trained terrorists were in Maseru with orders to assassinate leaders of Transkei and Ciskei, two nominally independent black "homelands" adjacent to Lesotho.

Lesotho, an independent black nation, is entirely surrounded by South Africa.

Giant steps backward

OSHA waters down more rules, policies

By Arlee C. Green

Safety in the workplace took two giant steps backward with the Occupational Safety & Health Administration's wholesale exemption of nearly a half-million employers from recordkeeping requirements and its decision to stop publishing a quarterly list of potential cancer-causing substances found in the workplace.

George H. R. Taylor, director of the federation's Dept. of Occupational Safety & Health, charged that the recordkeeping exemption is a reward to industries that have resisted OSHA enforcement. He said OSHA's decision to exempt large classifications of occupations is aimed at diminishing the effectiveness of the act.

Industries qualifying for exemption are those with injury and illness rates at least 75 percent below average and which are not "targeted" for general inspections.

Robert F. Harbrant, president of the AFL-CIO Food & Beverage Trades Dept., warned that OSHA's method of exempting general classifications of "safe industries" resulted in the exemption of hazardous occupations. In a letter to Assistant Labor Sec. Thorne G. Auchter, Harbrant said, that the OSHA rule change affects "workers in such hazardous workplaces as laundries, dry cleaning establishments, large restaurants and commissaries."

24 million workers lose

More than 24 million workers will be excluded from standard OSHA coverage by the exemptions, which Labor Sec. Raymond J. Donovan hailed as "one of the primary aims of the President's intent to get the government off the backs of people."

Taylor noted that workers in various service trades, such as those in hospitals, laundries, bakeries, warehouses and machine shops were exempted, although these occupations have had above average accident rates.

The rule change also eliminated the requirement that employers post an annual tally of occupational illnesses and injuries in the workplace.

Under the new rule, the exempted firms will remain subject to OSHA inspection in case of employee complaints, incidents of fatal or multiple hospitalization accidents or imminent danger situations.

OSHA's decision to halt the listing of potential cancer-causing substances until the agency finishes revising its policy on carcinogens was branded a "watering down" of the federal cancer safeguards by Sheldon Samuels, safety director of the federation's Industrial Union Dept.

Candidates now secret

The agency's policy required it to publish non-regulatory lists of potential carcinogens—a preliminary "candidate list" of substances for further review and a more limited "priority list" of substances for which standards likely would be developed. Only one "candidate list" has been published and no priority lists since the policy came out in January 1980.

Samuels warned that without the lists, "there's no way to measure what they're doing in this area. It's a relapse to the pre-OSHA days when research and regulatory targets were chosen literally in secret."

In other developments affecting worker safety and health:

- Legislative language barring the labor-opposed move of the National Institute for Occupational Safety & Health staff members from Rockville, Md., to offices in Atlanta and Cincinnati was dropped in the closing days of the 97th Congress.

The NIOSH unit of Local 44 of the American Federation of Government Employees said the union has been negotiating with NIOSH to "assess the impact of the proposed transfer on the employees" and will submit a proposal to the agency to push the transfer back to next summer.

- Attempts by OSHA to reduce the number of safety and health enforcement officers required in state programs were beaten back in the continuing appropriations bill adopted by the lame-duck Congress.

A rider attached to a continuing appropriations bill would have reduced the aggregate number of enforcement officers in the 24 state-run programs to 752. At issue is the federal "benchmark" figures which would set the level of personnel and funding a state program must have in order to get federal "final approval."

Eula Bingham, OSHA director during the Carter Administration, established a benchmark of 2,837 state safety inspectors.

Yes, West Virginia ...

There really is a Santa Claus. He is Randal S. Smith, of the Retail, Wholesale & Dept. Store Union Local 550 in Fairmont, W. Va. As Santa, he visits a patient at Fairmont General Hospital, where he works in the pediatrics housekeeping section. In 1980, Smith was proclaimed the "official" Santa Claus by West Virginia Sec. of State A. James Manchin.

South African death probe termed 'whitewash' of police

Johannesburg—Bitter charges of "whitewash" were leveled by the family and friends of Dr. Neil Aggett against a South African magistrate's ruling that security police bore no responsibility for Aggett's death while he was in their custody.

Aggett, who was 28, was found hanging in his cell last Feb. 5. He had been held without charge since November 1981 and subjected to intensive interrogation.

Aggett worked for the African Food & Canning Workers, a largely black trade union, and thousands of blacks turned out for his funeral, enshrining him as a martyr in their cause. He was the 46th person and the first white to die since 1963 while being detained by South African security police.

He shared the AFL-CIO's 1982 George Meany Human Rights Award with Mangosuthu Gatsha Buthelezi, head of the largest black liberation movement in South Africa.

During the eight-month inquiry into Aggett's death, lawyers for his family did not contest a finding that he had hanged himself. But they produced evidence that in the last 168 hours, or seven days, of his life, he spent 110 hours in police interrogation rooms. They charged that the pressure of such prolonged questioning had made Aggett suicidal, and they urged that two security officers responsible for his treatment be charged with culpable homicide, a crime comparable to manslaughter in American law.

Magistrate Petrus Kotze found, however, that the "balance of probabilities" supported the contentions of the police that Aggett had consented to the long interrogation sessions. Kotze, a former prosecutor, refused to accept as true a statement dictated by Aggett to a police officer on the morning of his death charging that he had been assaulted. The magistrate also dismissed as "biased" the testimony of Aggett's companion, Dr. Elizabeth Floyd, who had been arrested and detained with him.

Family's futile fight

"Everyone said we were crazy to fight the government," the dead physician's mother, Joyce Aggett, commented to reporters. Her 70-year-old husband, Aubrey, said he was still convinced that his son took his own life only to avoid further torture and mistreatment by the police.

Jan Theron, general secretary of the Food & Canning Workers, said Kotze's findings amounted to a license for the security police to engage in continued harassment of black trade unions.

"The treatment of the evidence was so selective that one cannot but believe that it was motivated by a strong concern to whitewash the police," Theron was quoted by the New York Times.

As Transvaal regional secretary for the union, Aggett was viewed by authorities as a threat because of his association with an independent group of black trade unionists and his unremitting battle against the oppressive conditions imposed by South Africa's official system of racial separation known as apartheid.

Jobs key issue confronting Congress

Continued from Page 1

ting of spending ceilings that must be adhered to in legislation that comes before Congress.

This also is the Congress that must deal with repairs to the social security system, which has been battered by the combination of severe unemployment and the high inflation of recent years. A bipartisan commission is still far from a consensus on the steps that should be taken.

As in the previous two years, the Senate remains under Republican control, while the House has a Democratic majority. The 26-seat Democratic gain in the House gave the party more than a 100-vote majority, sufficient for the leadership to put pressure on some of the boll weevil conservatives whose votes in the last Congress enabled Reagan to slash programs for the needy and push through big tax windfalls for the wealthy.

Switch to GOP

As a result, boll weevil Phil Gramm of Texas will have to get his coveted Budget Committee assignment from the Republican side of the aisle.

Gramm had been Reagan's Democratic floor leader in the last Congress and the House leadership voted to deny him reappointment to the Budget Committee. Gramm then announced his resignation from the House and said he will run as a Republican in the special election to be held in the conservative-leaning 6th district of Texas. He has been promised one of the Republican seats on the Budget Committee if he is re-elected. But his change of parties will enable a mainstream Democrat to be added to the committee.

Gramm's defection will change the numerical balance of the House, but will not have any substantive effect. On labor's scorecard, he voted "right" on only 12 percent of the key votes during his tenure in Congress. That was the lowest of any Texas Democrat.

New vacancies

There are two other House vacancies in the first days of the 98th Congress.

Representative-elect Jack Swigert, the former astronaut who was elected as a Republican from a new district in Colorado, died on Dec. 27. And on Jan. 4, after having been sworn in for an 11th term at his hospital bed, Rep. Benjamin S. Rosenthal (D-N.Y.) died, also of cancer. Rosenthal had a career COPE record of 218 "right" votes and only 12 "wrong" votes.

Not counting the three vacant seats, the House lineup is currently 267 Democrats and 165 Republicans. The Senate remains 54 Republicans, 46 Democrats.

The House Democratic leadership did pull back on one proposed rules reform in the face of a split in party ranks on the issue. It decided not to seek House approval of a modification in the procedure for discharging a committee and bringing legislation directly to the House floor on petition of a majority of House members. The proposal that was dropped would have required signatures of two-thirds of the House in the case of a proposed constitutional amendment, since that is the margin that would be needed to adopt it.

The aborted move for a change was prompted by last session's battle over a proposed balanced budget amendment to the Constitution. A discharge petition signed by 218 members forced the Senate-passed amendment to the House floor, but it was defeated when it failed to obtain a two-thirds vote.

Democrats did push through, over Republican opposition, a rules change that makes it more difficult to add legislative restrictions to appropriations bills.

Johnson, Green join AFL-CIO staff

The AFL-CIO Dept. of Information has added two new staff members: Candice Johnson as a public relations representative and Arlee C. Green as an assistant editor of the AFL-CIO News.

Johnson was formerly a writer-researcher for the Center to Protect Workers' Rights, a research institute associated with the AFL-CIO Building & Construction Trades Dept.

Earlier, she was an administrative assistant with the Service Employees and an organizer with the Ladies' Garment Workers. A native of Monessen, Pa., she is a graduate of Cornell University's School of Industrial & Labor Relations.

Green was a reporter with the Graphic Arts Union's newspaper, Union Tabloid, for six years.

Prior to joining GAIU, he had been a reporter with the Montgomery Journal in Bethesda, Md., a bureau chief for the Elmira (N.Y.) Star Gazette, and editor of the Maryland Independent and the Times-Crescent, weekly newspapers located in La Plata, Md. He is a native of the Washington, D.C. area and a journalism graduate of the University of Maryland.

Reagan names Miller acting NLRB chief

John C. Miller was sworn in as acting chairman of the National Labor Relations Board following a recess appointment by President Reagan.

Miller, a Republican, will serve as a caretaker head of the agency pending Senate action on the nomination of Assistant Labor Sec. Donald L. Dotson to a full five-year term as chairman.

The White House announcement of Miller's appointment came within hours of the adjournment of the 97th Senate on Dec. 23. Miller had been nominated earlier to the post of general counsel of the Federal Labor Relations Authority, which has functions in the federal sector similar to those of the NLRB.

During the lame-duck session of Congress, the Senate took no action on Miller's appointment to the FLRA nor on Dotson's nomination. Both nominations are being resubmitted to the Senate in the new Congress that convened Jan. 3.

One member short

With Miller's accession to the five-member board, the agency still is one member short. Howard Fanning, the senior member, retired Dec. 16 after completing a record 25 years' service.

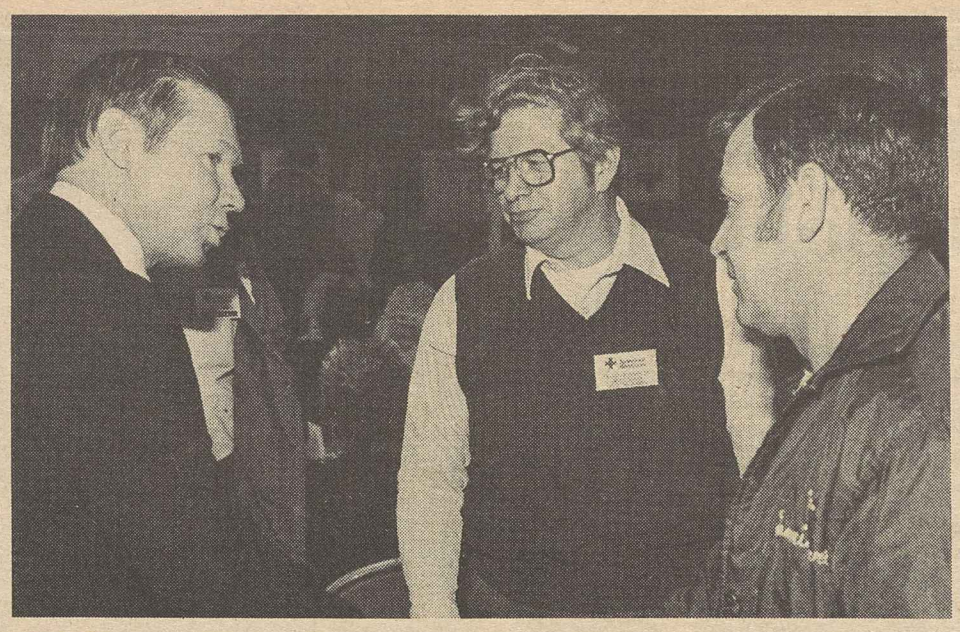
Miller's appointment increases the Republican majority at the agency. Other GOP members are Howard Jenkins and Robert P. Hunter. Don A. Zimmerman, the fourth member, is listed as a political independent.

Reagan has nominated Patricia Diaz Dennis, a Democrat who is a labor lawyer for the American Broadcasting Company, as the fifth member, but the Administration is not expected to seek confirmation of Dennis until the Senate approves the selection of Dotson.

Former chief counsel

Miller has served in many capacities at the NLRB. Most recently, he was chief counsel to Chairman John Van de Water, who left office Dec. 17. Van de Water, also a Republican, served 16 months under a Reagan recess appointment but was never confirmed by the Senate.

Miller previously served as the board's acting general counsel for three months in 1975, as its solicitor, and as an administrative law judge. In the early 1970s, he served as GOP counsel to the House Labor Committee.



Aiding flood victims

Victims of the worst Mississippi Valley flooding in this century were aided by thousands of union volunteers. Red Cross President-elect Richard Schubert, left, visited the agency's service center at the Auto Workers Local 136 union hall in Fenton, Mo., where he learned of the efforts of union members from Gary Harvell of UAW Local 110, right, and Dwight Patrick of the Red Cross Midwest labor liaison staff, center.

Interest payments outgain wages as source of income

The wage earners' share of U.S. personal income dropped sharply over the last three years while interest income rose, the AFL-CIO Dept. of Economic Research disclosed.

Federation Economist William Cunningham's analysis showed wage and salary income, including benefits, fell from 69.2 percent of personal income in 1979 to 66.5 percent in the third quarter of 1982.

Interest income over the same period rose from 11.3 to 14.7 percent. Dividend income accounted for 2.6 percent in both years.

Cunningham noted the drop in the wage and salary earners' share of personal income has been part of a trend over the past decade, but has been sharpest since the start of the Reagan Recession in July 1981. In 1972, wages and salaries accounted for 71.3 percent of personal income and interest income accounted for 8.5 percent. Dividend income share has risen slightly from 2.5 percent in 1972.

Cunningham attributed the shift in income to "misguided" attempts of the Federal Reserve Board to combat inflation with tight credit and high interest rates. The policy did not address the inflationary pressures caused by housing, energy, food, and medical care, and the high interest rates themselves became a major inflationary factor by pushing up homeownership costs and the cost of business borrowing, he observed.

"High interest rates also retarded investment and productivity, which help offset inflationary pressures," he pointed out, "and in human terms the high interest rates have caused enormous hardship to those who have lost their jobs as a direct result of the recessionary Federal Reserve Board policies."

The Fed controls interest rates by regulating the amount of money banks have to lend and the interest rate of funds it loans to banks. In 1979, the Fed restricted credit availability sharply, and began raising the rate charged on its loans. These actions caused interest rates to soar.

The prime lending rate, the interest banks charge their best corporate borrowers, peaked at 21.5 percent in January 1981 and remained above 20 percent for much of last year. Rates began to fall in late 1982, reflecting the depressed condition of the economy and greatly weakened demand for credit.

Unionists aid flood relief in five-state area

Thousands of union volunteers in a five-state area bordering the Mississippi River are working with the Red Cross in aiding victims of the worst floods in the Mississippi Valley this century.

Members of the Food & Commercial Workers, Auto Workers, Steelworkers, Machinists, Communications Workers and other unions are helping obtain equipment, doing damage assessment, loading and unloading trucks, providing emergency repairs and feeding flood victims.

Walter Davis, director of the AFL-CIO Dept. of Community Services, reported that at least 10 members of the CSA liaison staff with the Red Cross have been assigned to the emergency project.

To assist the more than 34,000 persons forced from their homes by the flooding, the Red Cross set up 28 service centers—one of them in the UAW Local 136 union hall in Fenton, Mo.

Regional staffs pitch in

AFL-CIO Regional Directors James Freeman and L. D. Porter, have assigned their staffs to work with the AFL-CIO Community Services representatives. The Red Cross and state labor federations also have been involved in aiding disaster victims in Arkansas, Illinois, Missouri, Louisiana and Mississippi.

As a part of volunteer efforts, at least one CWA local helped in preparing Christmas stockings for children whose homes were flooded.

Revised proposal on grain dust rule called inadequate

A second draft of a proposed federal safety standard for grain elevators and mills falls short of recommendations by the National Academy of Sciences on grain dust control to minimize explosion hazards, the AFL-CIO Food & Beverage Trades Dept. said.

The new draft issued by the Occupational Safety & Health Administration was written to address numerous suggestions and criticisms of an earlier OSHA proposal.

The latest version sets an "action level" of one-eighth inch grain dust—eight times greater than the level prescribed by the NAS.

In a letter to Assistant Labor Sec. Thorne G. Auchter, FBTD President Robert F. Harbrant pointed out that NAS has called for a grain dust accumulation limit of 1/64 inch.

Deep disappointment

"We feel strongly that this level of grain dust—as supported in the NAS study—is what must be included in any protective standard governing fire and explosion hazards in grain facilities," Harbrant wrote the OSHA administrator. "We are deeply disappointed this level has not been included in the current draft proposal."

Harbrant pointed out that the recommendation for a 1/64-inch level was not only based on credible scientific evidence, but that the NAS also considers the dust limit economically feasible.

After a series of grain elevator explosions in 1977 that killed 61 workers and injured 53 others, OSHA hired the NAS to determine the cause and to recommend ways of preventing explosions in grain facilities.

The NAS report was to be the basis of the OSHA standard, Harbrant noted, "and thus all standard-writing activity was geared to begin after the release of the NAS report."

Grain dust can be as volatile as gun powder. In the last five years, 132 explosions at grain facilities across the country have killed 108 workers and injured 310, according to the FBTD.

Court bars sabotage of Davis-Bacon

Continued from Page 1

minorities into the skilled trades and create a "permanent second-class status" in the construction trades.

In estimating the "savings" that would be achieved by its new regulations, the Labor Dept. said last spring that a contractor could hire a helper for an average of $6.70 an hour less than would be paid to a journeyman. And if helpers were used to replace experienced construction laborers, the contractor could save from $4.75 to $5.71 an hour on a laborer's rate.

Other regulatory changes nullified by the injunction would have:

- Allowed contractors to certify that they have complied with prevailing wage requirements instead of requiring weekly payroll reports for verification. Judge Greene held that this change would render the Copeland anti-kickback law "largely unenforceable."
- Excluded wage data from a metropolitan area from being considered on rural projects and the reverse.
- Lowered the wage average by not counting rates paid on existing federal contracts in the area.

When the Reagan Administration took office, revisions in Davis-Bacon Act regulations developed after extensive hearings and consultations with unions and contractors were scheduled to take effect Feb. 17, 1981.

President Reagan, however, froze all pending regulations, and the Labor Dept. undertook a review of Davis-Bacon regulations keyed to "cost-effectiveness" standards.

Weakened protections

It came up with proposals that unions protested would weaken the law's protections and the Chamber of Commerce said moved "in the right direction."

But the final version announced last June moved virtually all the way to the position advocated by open-shop contractors. The Chamber of Commerce expressed "pleasant surprise" and the AFL-CIO Executive Council voiced "shock and anger."

It was these rules, scheduled to take effect last July 27, that the BCTD and the AFL-CIO challenged in federal court.

The union position was reinforced by both House and Senate votes rejecting amendments to pending bills that would have curtailed Davis-Bacon Act protection. And the highway bill passed just before the 97th Congress adjourned clarified a Davis-Bacon requirement along lines urged by unions.

Social security wage tax ceiling rises

The ceiling on earnings subject to the social security payroll tax increases to $35,700 in 1983 from last year's $32,400.

Since the tax rate for workers and their employers remains unchanged at 6.7 percent, only those earning more than $32,400 will be affected by the change.

Persons with maximum taxable earnings —$35,700 or more—will pay a total of $2,391.90 during 1983 for their social security coverage, including the Medicare tax. That's $221.10 above the 1982 ceiling.

In return for paying on a higher wage base, they become eligible for higher future retirement benefits and greater family protection in the event of death or disability.

The wage base also goes up for self-employed persons, who pay a 9.35 percent tax rate.

These changes also take effect in 1983:

- Persons 70 or older will not have their social security benefits reduced because of outside earnings. Previously, only persons 72 or older were allowed unlimited earnings without reduction of benefits.
- Retirees between the ages of 65 and 69 may earn $6,600 in 1983 before benefits are reduced at the rate of $1 for each $2 of earnings in excess of that amount. The 1982 limit was $5,500.
- Early retirees, 62 to 65, will be allowed to earn $4,920 during 1983 without reduction in benefits.

The AFL-CIO American

Federationist

VOL. 90, NO. 1 JANUARY 8, 1983

JOBS: THE AGENDA FOR RECOVERY

Introduction

SINCE JULY 1981, the American economy has been in a nosedive: Unemployment has reached post-depression depths, human suffering has spread across the land and growing numbers of plants and factories have been idled.

Twelve million American workers are now officially jobless. Almost half the labor force is feeling the impact of the Reagan recession-depression with lost jobs, reduced worktime and earnings, and lost opportunities. And the Administration's programs offer no hope for the jobless in 1983.

Early last year, the AFL-CIO pointed out the need for large-scale anti-recession job-creation measures to put America back to work. This February the AFL-CIO Executive Council will carefully review the economic situation and present a detailed program to end the recession, protect its victims, and deal with fundamental problems that are adversely affecting living standards and the basic strength of the nation. An effective and permanent end to the tragedy, waste and hardship of unemployment is our goal. This issue of the Federationist contains an outline of the AFL-CIO agenda as prepared by the Department of Economic Research.

Today's recession-depression is further complicated by a major turndown in the world economy. Further aggravating the economic downturn are unfair trade practices and an overvalued dollar.

Technology is also changing the structure of the U.S. economy, the mix of industries, the location of industries and jobs, occupations and education and skill requirements, often displacing workers with a long history of regular employment. Robots in the factory, word processors in the office, scanners at the check-out counter, push-button banking, gene-splicing in the laboratory, and computers in the home—all of these are hitting white-collar and blue-collar workers, workers in goods-producing industries and workers in service-producing industries.

Many minority and disadvantaged workers still suffer from discrimination and inadequate education, little work experience, and few job skills.

Public investments have fallen far behind in providing basic support facilities critical to private-sector jobs, investment and productivity like roads, bridges, water and sewer systems, transportation and port facilities. America's infrastructure is rapidly deteriorating and seriously holding back economic progress.

The misallocation of money and capital is exemplified by the merger mania of big corporations, big banks, and other financial institutions and the speculative fever of the stock and commodity markets. Without any effective control big business mergers soak up credit and along with the tight money policy of the Federal Reserve bid up interest rates. The result is a loss of capital for productive private and public enterprise, and housing. Conglomerate mergers increase the concentration of wealth while the power of workers and other taxpayers to maintain a healthy, pluralistic, democratic society is weakened.

The gaps and disparities in income between families have widened considerably and poverty is on the rise. A two-tier economy at home and an energy cartel abroad have inflated prices for limited supplies of scarce resources, including necessities, such as fuel and food. Traditional weapons of monetary policy to fight inflation, with high interest rates as the cutting edge, have been counterproductive. Short-term gains on the price front have been bought at a huge cost of unemployment and loss of national product and income.

New economic policies are needed to cope with the recession-depression.

An Anti-Recession Program

First of all, America must have a dramatic expansion of job opportunities. The job situation is a catastrophe and large-scale direct job generating programs must be the first priority of governmental economic policy.

Job creation is a moral, social, political, and economic imperative. Unemployment generates tremendous social losses which include physical and mental illness, family disorganization, social alienation and crime.

For every one million jobless workers, America foregoes the production of $100 billion in goods and services and the federal treasury loses $30 billion.

Job opportunities must be made available to unemployed men and women who cannot find jobs in the private sector. This means there must be direct, targeted and adequately funded large-scale public employment programs. It also means quick action to get essential public works under way immediately.

When the private sector cannot provide enough jobs, the federal government must step in. That is the mandate of the Employment Act of 1946, reaffirmed in 1978 by the Humphrey-Hawkins Full Employment and Balanced Growth Act.

The Reagan Administration's response to joblessness is essentially a hands-off approach —let the market take care of the problem. Supposedly, people will find jobs by relocating or by looking harder. Mismatches in skills and location are indeed problems. However, it must be recognized that the number of unemployed persons far exceeds job opportunities now available or likely to become available under the policies of this Administration.

Public works jobs can be generated through renewing the urban infrastructure of sewers, water systems, streets and bridges and upgrading the nation's transportation network so people and goods can move efficiently. Railroads, highways, port facilities, and airports are in desperate need of rehabilitation. Urban mass transit systems need support and modernization.

Community service and public investment projects can provide opportunities for unemployed workers that expand services and facilities needed for a healthy economy and a healthy society. Workers should also receive training in skills that are in short supply.

Housing is essential to the anti-recession job-creation effort. More government support will increase the supply of housing for low and middle-income families. Expansion of existing housing programs will create jobs in the construction industry where one in five workers are unemployed and help reduce inflation in housing by expanding the supply of affordable homes.

Inflation must be fought through attacking directly the key sectors of inflationary pressures, and this includes specifically an attack on high interest rates.

Lower interest rates are essential. Congress must press the Federal Reserve to ease the money supply and lower interest rates. Legislation should be enacted to assure availability of existing credit and to selectively allocate credit. Lower borrowing costs are necessary to stimulate the housing, automobile and other hard-hit industries, investment in productive plant and equipment, state and local public investment.

Unfair international trade policies must be dealt with effectively as well as the adverse effects of the overvalued dollar, international technology transfer and financial transactions on American workers, American industries, and national security.

Unemployment insurance and trade adjustment assistance are essential to alleviate the suffering of the unemployed and other victims of the Reagan recession-depression, Congress should improve and extend unemployment insurance benefits and restore trade adjustment assistance for workers who lose jobs because of imports.

Health insurance protection for the unemployed must be secured through congressional action. And Congress should reverse the Reagan Administration's attack on the nation's system of Medicaid and welfare, food stamps, and human services.

These basic programs help people who are unemployed, weak, or helpless. They maintain income and the consumer buying power which gives stability and resilience to the economy.

The stimulus and support of those programs for the economy would be timely. Record overall unemployment and record construction industry joblessness now prevail. High unemployment and slow real growth in GNP are expected to remain for many years even under the most optimistic assumptions and economic projections. Overall unemployment and construction unemployment will decline very slowly as new entrants into the job market seek jobs while record numbers are presently jobless. Any recovery in the economy is expected to be slow and weak. The recent declines in interest rates though welcome will not translate into a boom nor generate high levels of employment.

To meet longer-term fundamental issues, a comprehensive reindustrialization program should be undertaken to bolster the nation's growth and productivity.

Business, labor, and government, working together, can strengthen America by helping to generate and channel private and public investment to modernize basic and essential industries, public infrastructure, and lagging geographic areas. This long-run reindustrialization program would include effective employment and training programs.

All these programs—those for quick anti-recession job-creation and alleviation of human suffering and those to deal with long-term fundamental problems—are aimed at social justice and economic progress.

Public Works

Investments in public works provide jobs and an essential underpinning for economic growth and a critical complement to private sector investment, and productivity. For years this nation short-changed investments in public facilities related to health, education, energy, safety, solid waste removal, water supply, parks, highways, bridges, ports, railroads, and urban transit. The result is a huge backlog of public capital needs and a major impediment to growth and the attainment of the nation's productive potential.

An efficient public transportation system significantly enhances private sector productivity. Conversely, the current state of disrepair in our highways, bridges and transit system causes delays which in turn limit growth and raise costs. The job of rebuilding the nation's transportation network has begun with the highway and mass transit program enacted last year. It is expected to provide about $5.5 billion dollars in 1983 and over five years some $33 billion dollars for repair and improvement of highways, bridges and mass transit facilities.

While a step in the right direction, it falls far short of needs. Over the next ten years, one trillion dollars are needed to rehabilitate highways and bridges, and another forty billion dollars are required for urban transit systems. Obviously, the transportation program could be expanded to fill a basic public need as well as provide needed jobs.

The crucial role of public capital formation

and public investment is all too frequently forgotten. The Reagan Administration's 1981 tax cut is, of course, a prime example of a one-sided attempt to promote private capital investment and ignore needed public improvements. The effect was a diversion of huge amounts of money that could have been channeled and directed to public investments essential to jobs and revitalizing and rebuilding the nation's cities, industries and distressed areas. The huge revenue drain also drove up interest rates to a level that sharply restrained private investment and public sector improvements.

Well-known analysts of the sources of productivity growth have tried to highlight the often overlooked but crucial role that public capital formation plays in increasing the nation's output. They have pointed out that the role of private capital formation is far less important in fostering growth than is popularly believed. In his major study of the sources of economic growth, Edward F. Denison found that private investment accounted for only 15 percent of the nation's long-term growth. At 40 percent, the largest single source of growth was the general advance of knowledge, much of which is a product of public investment in research and education. More recently Denison has observed that the revised GNP data should help policymakers recognize the ineffectiveness of tax cuts designed to stimulate productivity growth. He adds "that government support for investment in human capital, infrastructure, and research and development, are currently receiving short shrift" (*Business Week*, September 13, 1982, p. 22).

The deterioration in highways, bridges, and transit systems is not unique. Serious inadequacies exist in every other type of public capital stock.

- Waste-water treatment facilities are so overburdened that a large number of communities cannot allow firms to build new plants or expand existing plants. A recent Joint Economic Committee study points out that cities like Newark are on a sewer replacement cycle that would result in new facilities in 300 to 500 years.
- Water supply systems are slowly decaying. In many older cities like Philadelphia, Boston and Chicago, more than 15 percent of the water supply simply leaks out of the system due to corroded pipes. This worsens water shortages, raises water bills, and can even cause street cave-ins.
- A study conducted a few years ago by the Interior Department found that extensive rehabilitation of recreational facilities is needed in older cities and suburbs. In eight of 21 core cities surveyed, the cities' rehabilitation costs were greater than their annual park and recreation expenditures.
- Over one-half of the nation's 3,500 jails are more than 30 years old, and it is estimated that between 1,300 and 3,000 of these must be either totally rebuilt or substantially rehabilitated during the 1980s. In addition, resources will be needed to expand these facilities.

Not only has this neglect of public construction reduced the services that flow directly from public facilities, as well as the private output these facilities support, but it has contributed to the underutilization of human resources, particularly in construction. The 1982 trough in public construction expenditures coincided with a peak for total construction unemployment at 23 percent. The construction unemployment rate is normally higher than the rate for all industries. The only years during the past two decades in which construction unemployment did not exceed eight percent were the four years from 1966 through 1969. Not coincidentally, those were the only years in which total public investment in structures and equipment exceeded $300 per person, measured in 1972 dollars. It is evident, therefore, that public investment creates jobs as well as an environment conducive to economic growth.

The experience in the 1960s and 1970s demonstrates that accelerated public works programs can be effective in providing jobs and restoring economic growth. An evaluation of the 1976 Public Works Act clearly illustrates the potential of these programs. The program was a large success in aiding the recovery from the deep 1974-1975 recession. The $6 billion spent as part of the Local Public Works Program generated 110,000 direct onsite jobs and 66,000 jobs in firms supplying building materials. The added income of these workers resulted in additional sales and production, and is estimated to have generated an additional 249,000 jobs throughout the economy. The total—425,000 job years—represents an average cost of $14,000 per person year of employment.

This experience also refutes the claim that such programs are "procyclical"—that is, by the time public works projects get started, the recession is over and they then cause inflation. In the 1976 programs, except for isolated incidents, decisions on applications were made within 60 days and construction started within 90 days. Projects can also be small and of short duration. The average project funded under Round II of the program was under $500,000 and the average project duration was only 10.4 months. Finally, funds were successfully targeted to the areas that were most in need. The average unemployment rate for areas receiving Round II funds was 9.4%, substantially higher than the national average.

Within the framework of an ongoing program of public capital formation, projects specifically designed to be brought on stream quickly to generate jobs and counteract recession, could be easily identified without in anyway detracting from the long-term continuing program to revitalize the nation's private capital.

The expense of these jobs would, of course, be offset to some degree by the resultant reduction in welfare benefits and unemployment insurance payments. In addition, the government would gain tax revenues both from the direct and indirect jobs and economic activity generated by the projects. Equally important is that these projects are investments—they produce the facilities that are of continuing value to society with payoffs far into the future.

The AFL-CIO Agenda for Progress through Jobs

Public Investments to Create Jobs and:

- Renew and rebuild the nation's infrastructure.
- Expand and improve local community services.
- Train workers in skills that are in short supply.
- Increase the supply of housing for low- and middle-income families.
- Begin restructuring and revitalizing the nation's industrial base.
- Protect the unemployed and boost consumer purchasing power with extended unemployment insurance benefits and health care coverage.

Monetary Policies to Create Jobs and:

- Lower interest rates to stimulate the economy.
- Channel available credit to job-creating, economy-building, productivity-increasing investments.

International Trade Policies to Create Jobs and:

- Advance U.S. interests in fair international trade and investment.
- Stop job-destroying, economy-damaging outflows of U.S. technology, capital and productivity advantages.
- Restrict imports that are adding to recession, joblessness and erosion of U.S. industrial base and set auto domestic content requirements.
- Carefully manage foreign grant, insurance and loan programs to safeguard U.S. interests.
- Enforce existing trade laws which promote fair trade.

Anti-Inflation Policies to Create Jobs and:

- Attack the specific causes of inflation.
- Prevent tight-money, high-interest rates which place the anti-inflation burden on workers and the poor.
- Meet revenue needs through a healthy economy and a fairer and more productive tax structure.

Community Development Jobs

A large-scale, federally financed community development jobs program is needed to provide jobs and meet community development needs. Past experience has demonstrated the effectiveness of job expansion programs based on local community public service employment programs. Job expansion based on public employment was accomplished within a short time frame under prior law, and the current fiscal crises of local communities underscores the need for such programs.

It is clearly in the economic and social interest of the nation to put Americans who are able and willing to work into productive jobs which generate taxes, produce useful community services and community improvements, and stimulate the economy in communities with high unemployment.

In every community, there is work to be done that is vital to that community's economic health and public well-being, but which has been neglected. Because of declining tax revenues and federal budget cuts,

many of these communities need help to repair, maintain, and rehabilitate essential public facilities. There is also a recession-generated increase of people who need the help of services which the local government cannot provide because of a shortage of funds. Federal funds should be provided to communities with high unemployment to put local unemployed people to work immediately.

Examples of needed community repair and service activities include:

- Helping working mothers with child care;
- Police and traffic control to free regular police for full-time street duty;
- Increased staff support for adult and juvenile correctional facilities;
- Security guards for schools and housing projects;
- Staff support for community health centers and preventive health screening and immunization programs;
- Rat and mosquito control;
- Surveys of potentially dangerous conditions in local communities.
- Bridge painting;
- Patching potholes and other minor road repair;
- Traffic control signs and removal of road sign obstructions;
- Park and streams clean-up;
- School crossing and intersection markings;
- Home security for elderly and low-income people;

At the urging of the Carter administration, Congress passed the Economic Stimulus Appropriations Act of 1977, providing $8 billion for public service employment. The legislation was signed in mid-May of 1977 and almost 600,000 workers entered public service jobs by September 30. Despite some examples of administrative misjudgment and abuse, 600,000 formerly jobless workers—many of them low-income, long-term unemployed persons—had jobs. And much useful and needed community public service work was done.

Ironically, many who argue that community service jobs are inefficient, cost too much and create "dead end" jobs are quick to advocate the proven wasteful and inequitable gimmick of tax credits to private employers for hiring workers. Despite the numerous failed experiments with this approach and the obvious built-in wage suppression bias of such devices, the idea still has its proponents.

The evidence indicates that job tax credits have failed in generating new jobs while paying employers tax money for what they were doing on their own. The CETA public service employment program was highly successful despite popular claims to the contrary. The rate of displacement of local funds that would have been spent anyway actually was very low. The counter-cyclical effects of the program were positive, with the money spent quickly by local sponsors. The quality of services performed by the program's workers was usually equal to that of regular employees in the same occupation. Finally, funds were used successfully to leverage access for minorities and women to higher job classifications.

In sum, previous experience with community development job programs shows that they can be a highly successful means of fighting unemployment, helping individuals and getting needed community work accomplished.

Housing

The nation is in the midst of a deep and prolonged slump in housing production. This has worsened the underlying problems of housing inadequacy and affordability. The immediate crisis is the direct result of the Reagan Administration's tight money policy, budget cuts, and recession. In 1982, housing production has fallen to half of the 1978 building rate.

Construction industry unemployment was 23 percent in November 1982, a record high level for these figures which have been collected since the 1940s. Industries which depend on housing, such as forestry and mining, and manufacturers and suppliers have been adversely affected by the housing slump as well.

The housing shortfall, which has grown as housing production declined from a level of 2 million units in 1978, has created shortages in many areas and rising housing prices. Over the year ended October 1982, for example, residential rents rose faster than general price levels. The result has been unaffordable homes, a near-record low national rental vacancy rate, a bidding up of rents, families forced to double up and a rising number of homeless people. The recession has devastated many communities and whole states, leading to rising defaults and foreclosures as people who are laid off are unable to keep up the payments on their homes.

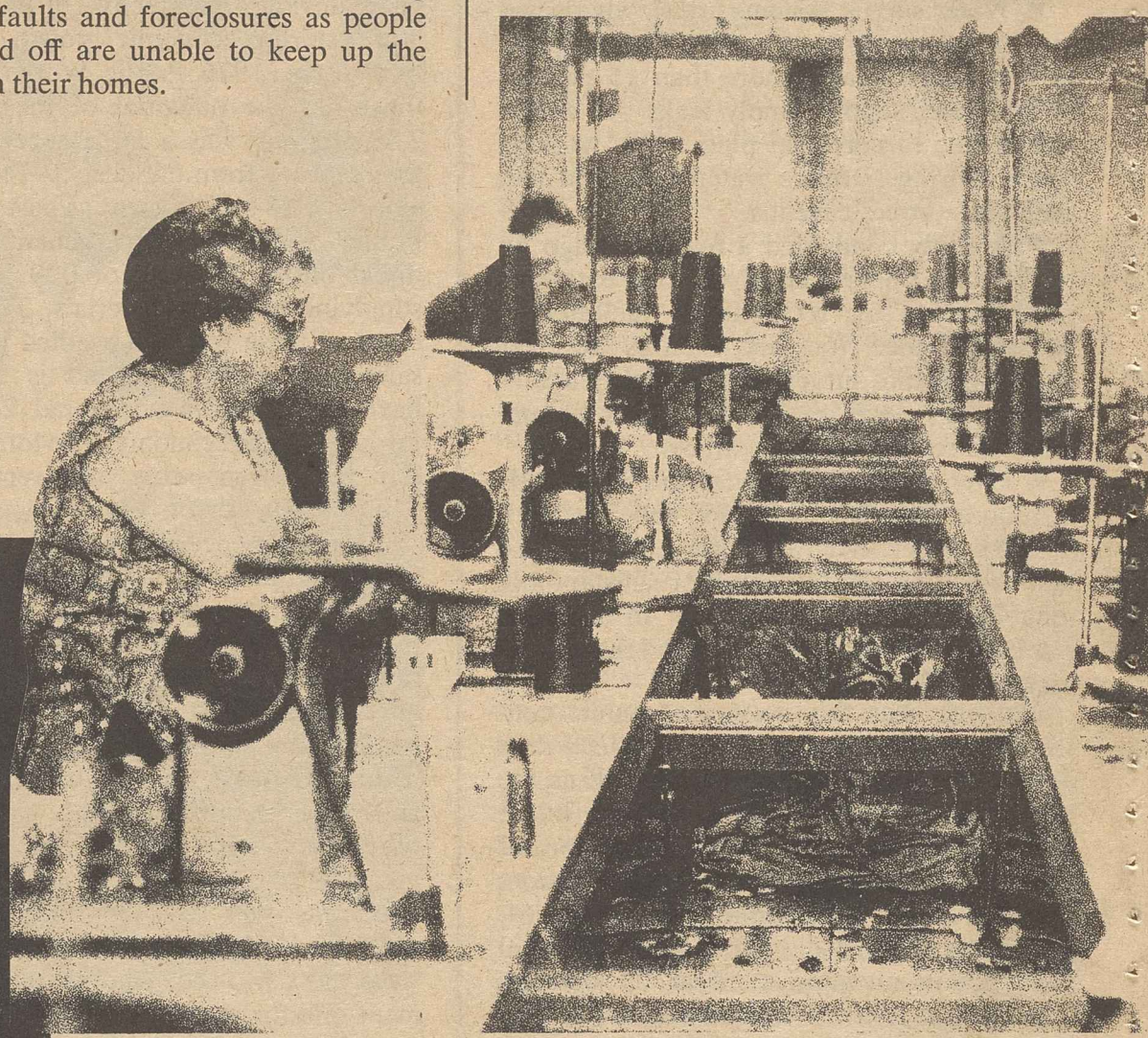
A combination of pent-up demand, and a decline of mortgage interest rates to a 12-13 percent range, caused the seasonally adjusted annual housing starts rate to rise to 1.4 million in November. However, this rate is still far below national housing requirements and reflects only the upper income layer of the home sales market and the tail end of the government-assisted program pipeline in the rental segment. More positive action will be needed to achieve a sustained higher level of housing construction.

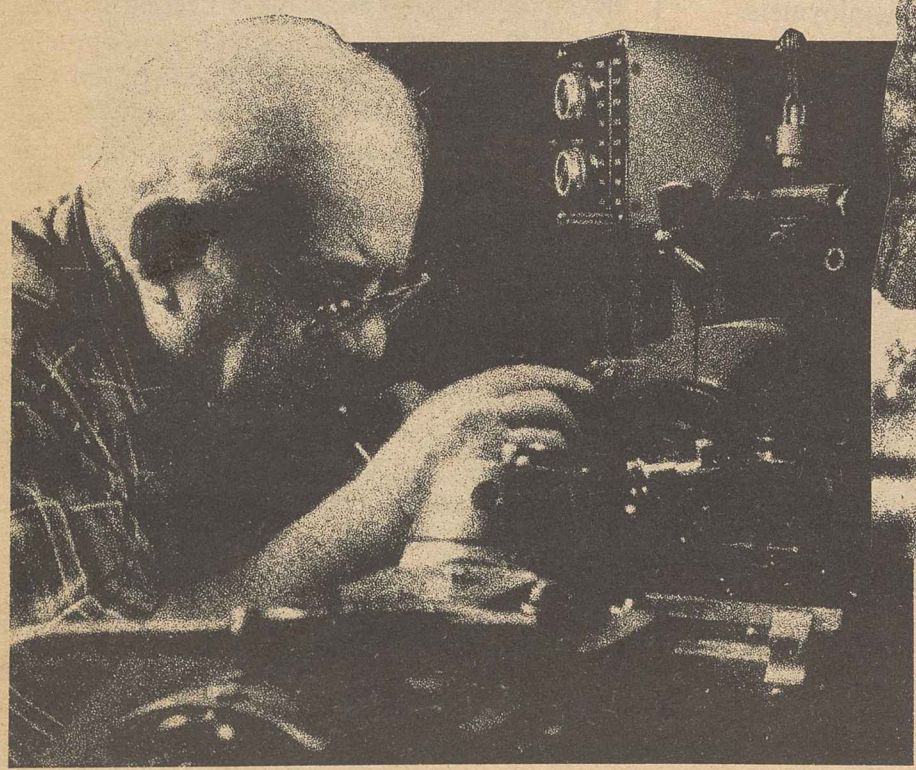
In past recessions, housing was revitalized through such programs as below-market interest rate subsidies and rental assistance for low-income households. The Reagan Administration is moving in the opposite direction, however, calling for cutbacks or elimination of such basic supports.

In early 1982, the Administration set a 1983 budget with sharply reduced government support for home building and has advocated replacing direct housing programs with a voucher system. This would add nothing to the supply of available housing, and at the same time add to the inflationary demand pressures in the many local communities where housing is in short supply.

The number of additional new and rehabilitated housing units built with government assistance was reduced to a trickle under the fiscal 1983 continuing resolution enacted into law in December 1982. Under the stopgap funding law, the Congress provided funds for 1983 mainly to support existing units, including units already assisted but shifted from one program to another. Meanwhile, no funds went for new construction under the low-rent public housing program, while there were only 14,000 units of new housing for the elderly and a couple thousand units for Indians.

Funds for public housing were left out with the understanding that there would be an agency speedup to bring already funded projects in the processing pipeline to construction and that added funds for public housing new construction would be considered for the next fiscal year.





A good start can be made on catching up with housing needs while at the same time contributing to a broader anti-recessionary economic program.

A program which provided 250,000 new assisted housing units annually, which was about the level of assisted housing starts prevailing in the 1970s, could make a significant contribution to closing the gap. The assistance for 250,000 units annually would be for rental and homeowner units for lower income families in urban and rural areas. It would include assistance under already authorized programs in addition to activity under a modified homeownership assistance program, a new rental housing production program, and a new initiative for the expansion of housing and related facilities for the elderly.

Type of Assistance	Units
Homeownership Assistance	50,000
Rental Housing Assistance for Elderly	20,000
Low Rent Public Housing	55,000
Rental Housing Production Program	40,000
Rural Housing	65,000
Elderly Housing Initiative	20,000

Funds to begin a mortgage foreclosure relief program for conventional financed homes is a needed element of a housing stimulus program. This program is needed to protect people and to assure that home values and the market for housing does not collapse under an avalanche of foreclosures. Similarly, rental emergency funds should be available to forestall evictions.

In addition, we oppose legislation that would completely "privatize" the Federal National Mortgage Association and the Federal Home Loan Mortgage Corporation.

Each of the rental programs could have limited authorizations, so that the number of units could be allocated, in projects not to exceed 100 units each, among local housing authorities and other agencies with know-how for present programs and for the new rental housing production program. HUD might also give priority for rental housing projects to those sponsors who already have a locally approved site.

In addition, funds should be provided for a much needed, large public housing modernization effort, which could serve the purpose of preserving and upgrading low-rent public housing projects which need refurbishing to extend their economic life, and have an immediate jobs impact.

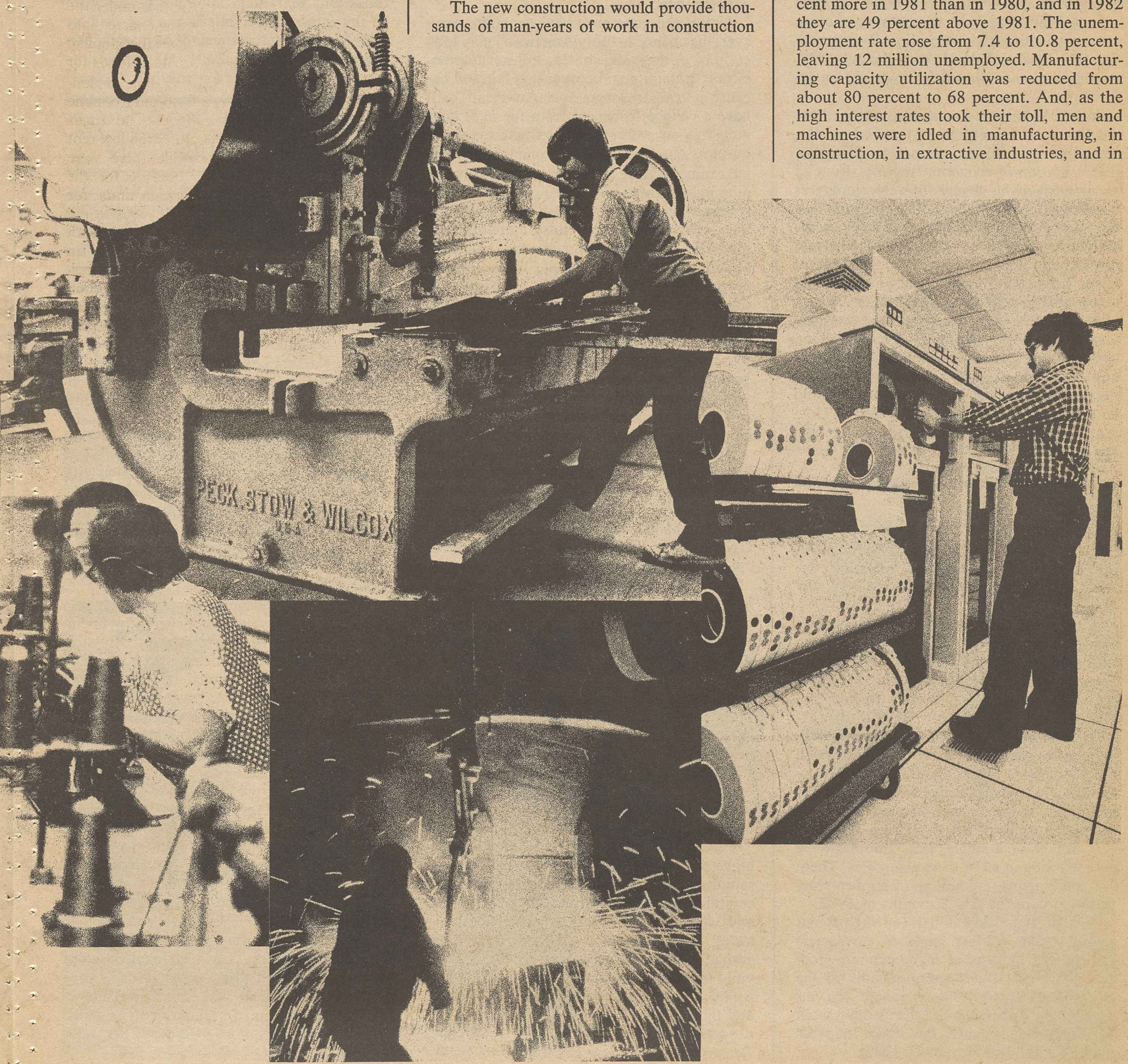
The new construction would provide thousands of man-years of work in construction and supplier industries. Public housing modernization would provide about 37,000 jobs per $1 billion in outlays. The multiplier effects, as wages and profits from construction and materials production are spent on other products and services, would almost double the number of jobs initially generated.

Monetary Policy and Interest Rates

The tight money policies pursued by the Federal Reserve Board pushed interest rates to record 20th Century levels in the 1980s. The result was the major curtailment in economic activity, pushing the economy into the recession. The impact was felt, first and most severely, in residential and local public construction. The automobile and farming sectors were also depressed. The high unemployment and reduced income generated in these sectors spred their effects upon sales, incomes and output in other parts of the economy.

The harmful effects of persistent, prolonged tight money and high interest rates have been amply demonstrated during the past two years.

Business bankruptcies numbered 44 percent more in 1981 than in 1980, and in 1982 they are 49 percent above 1981. The unemployment rate rose from 7.4 to 10.8 percent, leaving 12 million unemployed. Manufacturing capacity utilization was reduced from about 80 percent to 68 percent. And, as the high interest rates took their toll, men and machines were idled in manufacturing, in construction, in extractive industries, and in



farming. The effects have spread to other economic activities.

In March 1980, under authority of the Credit Control Act of 1969, there was a departure from the overall tight-money policy by way of a brief implementation of credit controls. This was helpful in bringing down interest rates and pulling the economy out of the short recession which began in January 1980.

The downturn in aggregate economic activity in 1980 had been preceded by a decline in the interest rate-sensitive housing sector, as interest rates kept rising. However, after credit controls were instituted, interest rates on new mortgages for which loan commitments were made rose one more month to a peak of over 16 percent in April and then declined to about 12½ percent in July. The annual housing starts rose from the May low of 938,000 to about 1,550,000 toward the end of 1980. The prime rate charged by banks declined from 19½ percent in April to 11 percent in July when the decline in industrial production was reversed and the economy began to pick up.

Authority for credit control implementation, which expired this past June 30, is essential to have as an alternative or supplement to monetary policy. It is needed, so that it can be used to help restore economic recovery with stability and help the country become more productive and internationally competitive. The President should have the authority, and legislation to reestablish it should be enacted.

In addition, there is a need to reconstitute the Board of Governors of the Federal Reserve System, so that there will be a broader representation of economic interests. Four of the present seven governors were employees or officials in the Federal Reserve Bank system during their careers; one had been a commercial bank officer; one had been in private finance and also Chairman of the Federal Home Loan Bank Board, and one had been an economics professor. These members cannot adequately share the perspective or represent the interests of labor, agriculture and small business which are subject to the risks and hardships brought on by prolonged periods of high interest rates. Legislation should be enacted to reconstitute the Board of Governors, so that a wider spectrum of interests and concerns will be represented.

Trade

Unfair trade practices and an overvalued U.S. dollar have added to the recession's severity and sharply clouded the outlook for recovery.

In 1982, imports will exceed exports by over $40 billion and for 1983 a deficit almost double that amount is expected.

In manufactured products, the U.S. trade surplus in 1981's first 9 months shifted to a $7.7 billion deficit of more imports than exports during the first nine months of 1982. Exports have fallen off in the industries which were America's pride: Capital equipment—industrial machinery, computers, communication, autos and aerospace, showed a drop in the trade surplus of $10.4 billion—a 50 percent fall-off in a single year. Imports have been growing in all of these categories. There was for example, a doubling of semi-conductor imports in the first 8 months of 1982.

A high and rising dollar (up 30 percent against major trading partners' currencies) has spurred imports of manufactured products and made it even more difficult for the U.S. to sell abroad. The Japanese yen has declined by 21 percent and the German mark by 22 percent against the dollar between January 1981 and November 1982.

Fair trade must become a reality. A first step toward achieving that reality requires a recognition that misguided U.S. international trade, monetary and investment policies have been key factors contributing to the destruction of basic U.S. industries.

A clear relationship between growth of imports and job displacement is evident in a number of industries. For example, imports of automobiles rose 41.5 percent between 1979 and 1982, while employment dropped 46.9 percent. Imports of apparel rose 25.9 percent, while employment dropped 23.3 percent. Footwear imports rose 12.8 percent and employment went down 23.9 percent.

A loss of almost 3 million jobs in manufacturing from July 1979 to November 1982 included hundreds of thousands of jobs related to these trade facts of life. They cannot be ignored.

In rich countries and poor, the U.S. ability to export is retarded and imports to the U.S. encouraged as the combination of other nations' trade barriers and this nation's open markets squeezes the U.S. economy.

Industrialized nations have cut back on imports as a result of the recession and developing countries have cut back on their imports to meet their financial problems. The result is fewer American exports and fewer export-related jobs.

Unless the government takes action, however, the chance to "Buy American" may fade entirely. A domestic content bill for automobiles is a major goal because it is fair and because it tries to assure that Americans will have a chance to benefit from the U.S. auto industry—as workers, as consumers, and as business suppliers. For every one job in autos, for example, there are over two jobs in supplier industries.

The Administration must also recognize that trade-related job losses are rapidly spreading beyond manufacturing and into service industries. Exports of jobs in services have already begun through the runaway shop, the runaway ship, and the runaway film and computer service. Imports of services have cost construction jobs and theatrical jobs, while other types of service jobs also have been eroded. But as important, this nation's economy and industries are interrelated, and for every manufacturing plant there is a set of service jobs, and each affects the other.

These are not old problems, but new ones in a changing world. What is old is the simplistic dialogue of "free trade" vs. "protectionism." Governments of other nations often regulate imports as a matter of course. The U.S. needs clear limits on certain imports until the nation's future is assured.

Other issues arise from U.S. laws that are geared to encourage investment abroad and technology outflows. At a time when the nation must rebuild its industrial base and improve its "competitiveness" the newest processes are up for sale to the closed economies of the world. Brand new technological processes invented in the U.S. are sold or licensed for production and use abroad. Employment is often created for foreign workers who make products such as steel and auto parts that compete in the U.S. markets with firms and industries that can no longer afford to invest in new production here.

Productivity of the U.S. economy is still the highest in the world, but other nations are rapidly catching up. Technology outflows and capital outflows are swift and in most economies subject to a variety of controls, monitoring and regulation. Closed economies abroad invite producers and investors who build the jobs of tomorrow. The U.S. market is now flooded with the result as today's jobs and those of the future are constantly being exported.

Because of these factors, fair trade accompanied by efforts to slow down the outflow of technology and capital are essential elements in an anti-recession program. Both tax and trade provisions are needed to accomplish this goal, including:

- Placement of temporary restrictions on harmful imports during periods of recession and high unemployment to prevent increased joblessness, added penetration of U.S. markets by foreign producers and a further weakening of the U.S. industrial base.
- Enactment of an auto domestic content law to protect the continued U.S. capability to produce autos. Buy American must be more than a slogan. It must be an achievable result.
- Action to assure that a portion of U.S. raw material exports, including grain, logs and other commodities, is processed in this country.
- Establishment of bilateral shipping agreements and adherence to cargo preference laws.
- Commitment that foreign grant, insurance and loan programs, such as the Export-Import Bank, are carefully managed to safeguard U.S. interests at home and abroad. Despite defects of the Ex-Im Bank, funds must not be slashed until other countries cut or eliminate their subsidy programs. Ex-Im Bank funds and guarantees must not be extended to any communist countries.
- Vigorous enforcement of reciprocity provisions of the Trade Act.

Unemployment Insurance Benefits

Millions of jobless workers are in disastrous circumstances because they are without the protection of the unemployment insurance system. Only 45 percent of the 12 million workers officially counted as unemployed are receiving unemployment compensation benefits. In contrast, during the 1974-1975 recession 75 percent of unemployed workers received benefits. Since July 1981, over 5 million workers have exhausted their regular benefits and another 1 million long-term jobless workers have lost their extended benefits. Of the 900,000 unemployed workers receiving federal supplemental benefits, 135,000 have already exhausted or will exhaust these benefits soon. The remaining 765,000 will run out of benefits in the coming weeks.

Since the program of federal supplemental benefits is temporary, hundreds of thousands of additional unemployed workers will receive either no benefits or benefits of reduced duration under the program.

The extended benefit program which provides up to 13 weeks of benefits to unemployed workers who have exhausted regular benefits has been drastically cut back. The elimination of the national trigger, the one percent increase in state triggers and the exclusion of extended benefit recipients from the trigger calculation demanded by the Reagan Administration means that extended benefits are available only in those states experiencing catastrophic unemployment levels.

Congress must restore immediately the protections of the extended benefit program that have been eliminated so that all unemployed workers have the benefits to which they are entitled. The extended benefits program provides income protection for long-term jobless workers and is an effective countercyclical mechanism in blunting some of the adverse effects of recession. The combined duration of regular and extended benefits is inadequate for long-term jobless workers who are unable to find jobs commensurate with their skills. The present program of federal supplemental benefits will expire on March 31, 1983.

A permanent program of supplemental unemployment insurance, funded by general revenues, with a maximum duration of not less than 65 weeks is needed.

Health Insurance for the Unemployed

One of the more tragic, yet often forgotten, consequences of unemployment is the loss of health insurance coverage for unemployed workers and their families.

Eligibility for health insurance coverage is usually tied to an individual's place of employment. When workers are laid off they also lose health care coverage. Department of Labor statistics indicate that 50 percent of laid-off workers covered by employer-employee benefit plans lose health care protection immediately or one month after layoff. Only 20 percent can expect coverage for three months or more. Since the average duration of unemployment is a little over four months, most jobless workers can expect to be completely without health insurance protection.

When jobless workers lose their health insurance protection, they delay seeking medical care for themselves or their families. Ironically, because of the social and economic malaise associated with joblessness, this is also a time when they have a special health care need. Dr. Harvey Brenner of Johns Hopkins University has determined, for example, that for each one percent rise in unemployment, suicides increase 4.1 percent and homicides 5.7 percent. Excessive smoking, high blood pressure, insomnia and heightened anxiety are symptoms frequently associated with joblessness. Thus, during unemployment minor health care problems grow larger and the chance of laid-off workers falling victim to chronic conditions increases dramatically. At the same time, most unemployed workers are denied Medicaid coverage because they have not been poor enough for a long enough time to meet the medical criteria of most states.

This situation would, of course, not have existed if the AFL-CIO's long-standing proposal for a universal, comprehensive national health insurance program were in effect. We continue to strongly support this goal. However, unemployed workers and their dependents should not be deprived of health insurance protection until it is achieved.

The only effective solution to this serious and far-reaching problem is legislation to assure that unemployed workers are not forced to go without needed health care treatment. Catastrophic protection and a basic benefit package of hospital care and physician services must be provided so that workers and their families are eligible for basic medical care services and do not postpone preventive care, put off obtaining needed diagnostic services or increase their risk of developing more serious illness.

Inflation

Inflation-fighting policies should be directed toward the basic causal factors—particularly "supply shocks" in basic commodities, such as energy and food and sectoral problems in housing and health. Such specific actions would contribute to maintaining an orderly supply of goods and services needed for industries to grow and people to prosper.

The inflation deceleration of the past two years was partly fortuitous and mostly the result of the recession. Food price increases slowed dramatically as bumper crops in 1981 and 1982 replaced the shortfalls of 1979 and 1980 and energy price increases slowed to 11.7 percent in 1981 and to only a 1.9 percent increase rate in the 12 months ended October 1982. The crucial elements were the emergence of a world glut in petroleum supply early in 1981 followed by falling demand as a worldwide economic recession took hold.

Shelter price increases also slowed with a virtual halt of house price increases in 1981 as sales fell off. Under the burden of high interest costs, sales of new and existing housing slumped almost 20 percent from 1980 levels, and the number of new private housing starts dropped to the lowest figure in 35 years. In the year ended October 1982, the increase in shelter prices slowed to 5.2 percent.

Medical care prices, however, have not responded to recessionary influences. They were still running at a 10.7 percent increase rate in October 1982.

Most of the drop in the consumer price inflation rate—nearly 93 percent—arises from the very factors that caused the original runup. About 22 percent of the decline results from abatement of food price increases and about 31 percent from the drop in energy prices. A very large portion—nearly 40 percent—comes from a sharp drop in shelter cost increases. These were occasioned by the falloff in price increases for houses which accompanied the deepening recession. Toward the end of the period, mortgage interest rates declined, from close to 16 percent at mid-1982 to about 12-13 percent in the last quarter.

Wages have had little to do with the runup in prices or in the subsequent abrupt price deceleration. In 1979 and 1980, average hourly earnings rose 8.0 percent and 8.8 percent respectively—far below the rate of inflation. Wage increases have trended downward in 1981 and 1982, again in response to recessionary developments. In the year ended December 1981, average hourly earnings rose 7.3 percent, and average weekly earnings 6.1 percent. In the year ended October 1982, average hourly earnings were up 4.9 percent while average weekly earnings—reflecting a recessionary contraction in weekly hours of work—were up only 3.7 percent, well below the diminished consumer price inflation rate of 5.0 percent. The downward movement of real wages does, however, feed into the general reduction in purchasing power which deepens the recession and prolongs economic stagnation.

The tight money, high interest rate solution of the Administration has been largely irrelevant to the nature of the inflation and has had disastrous consequences for the economy.

The AFL-CIO anti-inflation proposals are based upon the experience of recent years which conclusively demonstrates the need for programs that will avoid possible commodity supply shocks in the future.

Energy inflation must be dealt with through conservation and stockpiling as well the development of alternative types of energy.

Natural gas prices should continue to be controlled. A standby energy program including provisions for allocation, rationing and energy price controls, if needed, should be enacted to deal with possible future emergencies.

Food inflation should be moderated by pursuing supply-and-demand policies that mitigate inflation and overcome the violent swings in farm commodity prices with their "boom and bust" results for American farmers. With so much of agricultural production destined for export, the nation should restrain agricultural exports in times of inflationary shortage and stockpile in times of abundance. The establishment of a National Grain Board is needed to protect the interest of the United States in foreign markets and to provide price and supply stability in U.S. markets.

Housing inflation should be fought by expanding the supply of housing and allocating more money specifically to finance mortgages. Government programs to promote increased housing construction, particularly for low- and moderate-income families, should be expanded rather than curtailed.

Medical care inflation would most effectively be dealt with by enactment of a universal and comprehensive national health insurance system. Pending such reform, health care cost containment legislation, properly structured, should be enacted as an important interim step. The expansion of preventive health care—thereby reducing pressures on hospital usage — should be encouraged through further development of "health maintenance organizations" (HMOs).

Looking toward the future, the matter of specific price pressures which may be generated by the national defense buildup must be accompanied by appropriate economic policies. The defense sector can drain capital away from civilian industries and away from other government programs. It can bid away key human resorces, such as scientists, engineers and skilled trades workers, as well as scare material away from the civilian economy. A materials allocation program, for example, would become a necessity if shortages and bottlenecks should develop.

A sector-by-sector anti-inflation policy should be undertaken that concentrates on dealing with the causes of inflation and rejects efforts to "cure" inflation by engineering recessions and unemployment.

Reindustrialization

The need for a national industrial policy in the United States is becoming more and more evident. The American economy is experiencing the highest and most extended period of unemployment since the Great Depression. The growth of the economy has stopped in the 1980s and the U.S. position in world trade has deteriorated dramatically. In both the private and public sectors, the modernization of physical capital has been inadequate. The industrial base of the American economy is eroding and, there is no coherent national policy to reverse the trend.

Current levels of unemployment and idle capacity are causing the loss of hundreds of billions of dollars in product and income that can never be recovered. To carry forward a rational national industrial policy, a tripartite National Reindustrialization Board should be created which would include representatives of labor, business, and the government. The Board would develop a balanced economic program to insure the revitalization of the nation's sick industries and decaying communities, while at the same time encouraging the development of new industries with promise for the future. The Board would encourage productivity growth, dissemination of research and development findings, and a balanced use of the nation's resources. It would target industrial sectors and regions that particularly need help. The National Reindustrialization Board would also be directed to consult with, and be consulted by, the Administration and the Federal Reserve Board. The composition of the Reindustrialization Board should automatically provide Congress with a liaison with labor and industry.

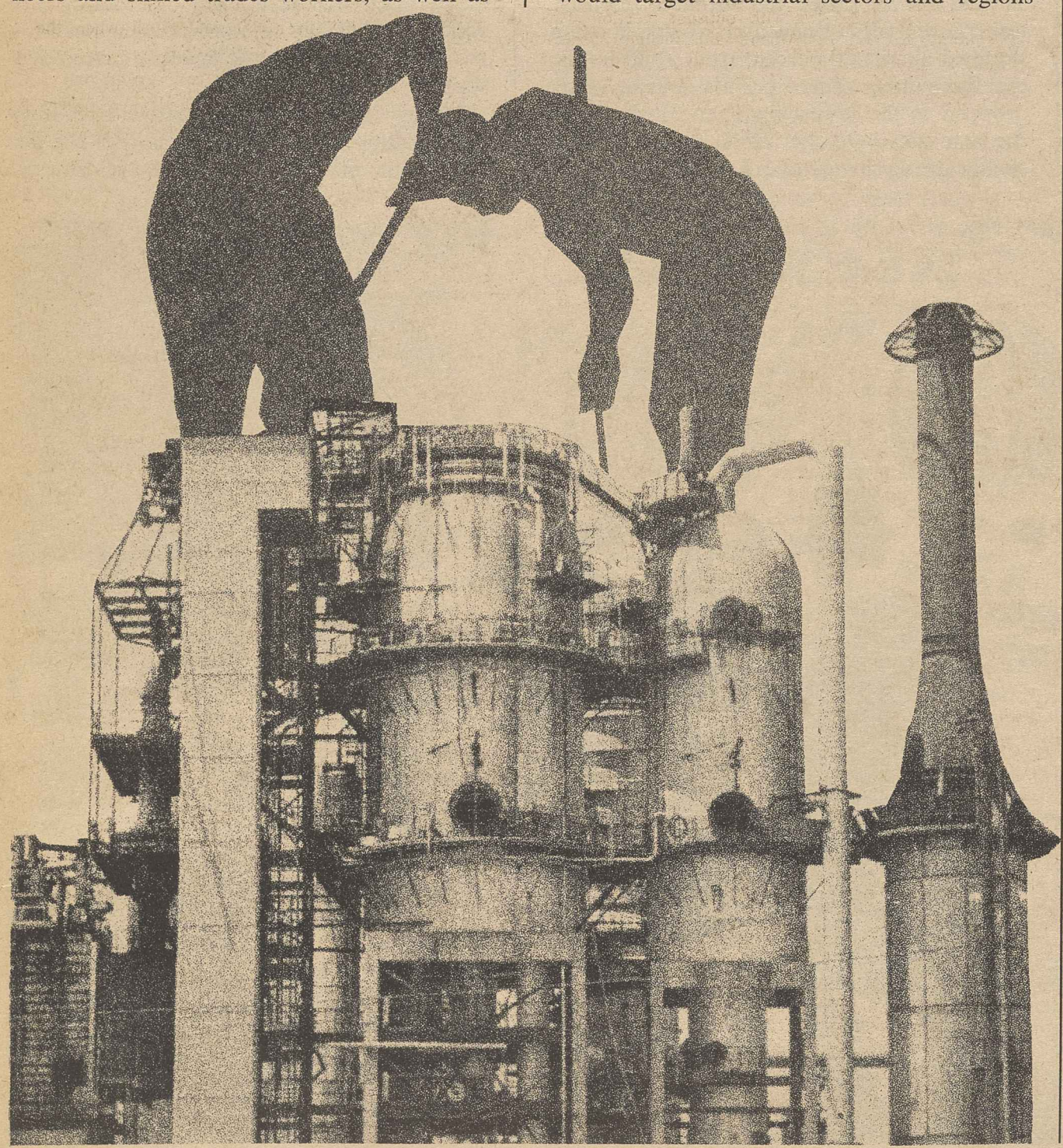
This Board would also provide policy and priority guidance for the activities of a financing agency, patterned after the Reconstruction Finance Corporation of the 1930s and 1940s. It would be authorized to make and guarantee loans to finance approved reindustrialization ventures. Private pension funds could be encouraged to make investments in such financing arrangements to support and expand industrial employment in the United States.

The Reindustrialization Board would bring together all of the elements in economic society. It would insure that the interests of workers, industry, consumers—all the people—are an integral part of the economic decision-making process.

The AFL-CIO has recognized for some time that both private and public capital facilities are deteriorating. The proposed new RFC would make, participate in, or guarantee loans to private business and local governments in the industrial sectors and geographic regions designated by the Reindustrialization Board. The actual lending and other financing functions carried on by the RFC would be under the Reindustrialization Board.

The RFC could handle loans to private business and to state and local governments. Each of the two lending "windows" would be operated under an executive officer appointed by the Board of Directors. The Board of Directors would also be required to see that there was coordination between the two lending units to maximize economic development in areas where new construction or improvement of public facilities is needed to enhance the efficiency of the private business activities being assisted. Public facility loans should also be available to other areas in need of such loans to renew or expand public facilities required in the local economy. The issuance of capital stock to be subscribed by the Secretary of the Treasury for the RFC would be authorized by legislation, with authority for the RFC to issue bonds.

Pension funds should be used for reindustrialization and expansion that provides employment, as long as there are adequate protections for the pension funds. The legislation should provide that all obligations of the Corporation which are purchased by employee pension benefits plans shall be guaranteed—backed by the full faith and credit of the U.S.



Conclusion

The policies that AFL-CIO is calling for are ambitious. They add up to a repudiation and a dramatic reversal of the policies of the Reagan Administration. We firmly believe, however, that such action is the key to progress. We also recognize that many of the job creating programs we call for will cost money and in the near term would enlarge the budget deficit even further. Deficit increases, however, could be blunted or avoided through tax policies that prevent some of the more inequitable and costly provisions of the Reagan Administration's tax cut from taking effect and by plugging some of the long-standing loopholes that hurt the economy and destroy jobs.

America needs jobs. There is no higher economic priority and no more urgent economic agenda.

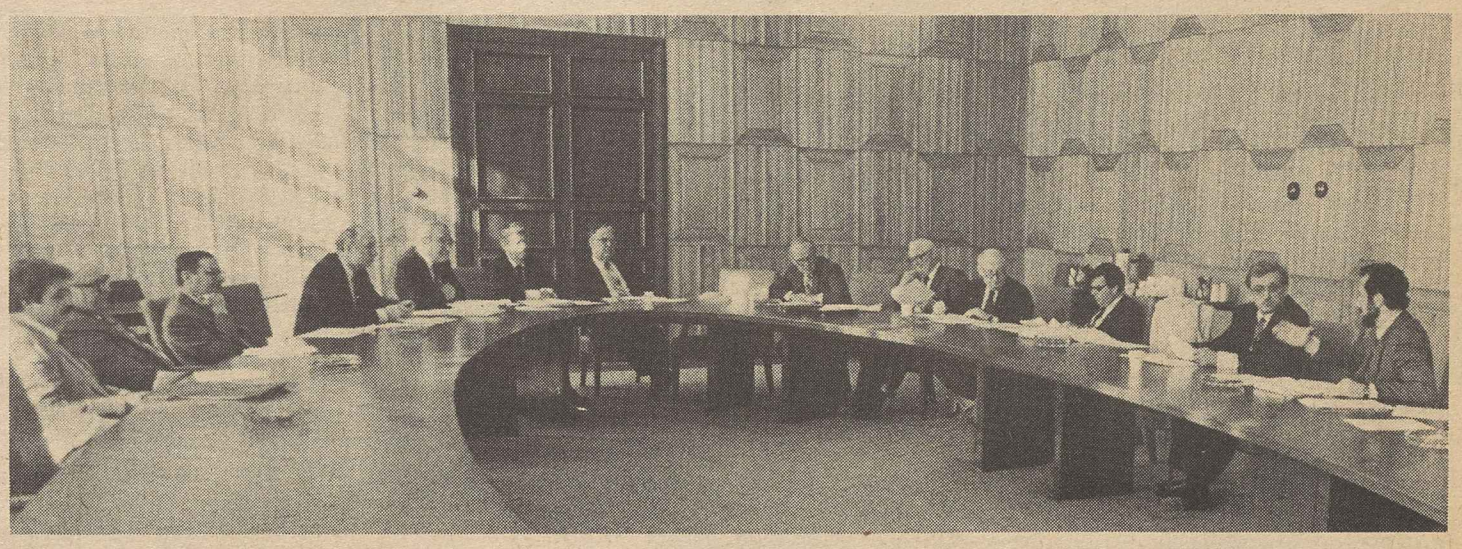
Solid organizing base laid in Houston

Continued from Page 1

established. That doesn't show up on National Labor Relations Board figures, but it does show up in internal figures which contribute to a union's strength."

Deputy Director Don Slaiman said the Houston Organizing Project has helped contribute to new levels of activity and enthusiasm within the area's labor movement. The Harris County AFL-CIO and the Houston & Gulf Coast Building Trades Council conducted highly successful registration and get-out-the-vote campaigns prior to last November's elections, among their other achievements.

"We look forward to the second year of the project as one which will be built on an already established solid foundation, and we look forward to a much greater accomplishment in terms, not only of numbers, but of new areas of the labor force," Slaiman said.



Executive Council's standing committee on organizing assesses Houston project's progress and goals.

Old and new methods

The project marked its first anniversary last October, posting gains of between 5,000 and 6,000 new members. Twenty-eight unions are participating in the campaign that is combining the use of advanced computer technology and media programs with traditional person-to-person organizing techniques.

Kistler said the project is aimed at winning bargaining rights for some 800,000 workers in Houston and five surrounding counties, but he stresses that this is a long-range program marked only by the date it was begun, "not when it will end."

His department points out that building trades unions organizing in Houston have signed up 228 formerly non-union contractors and have been recruiting new members among skilled journeymen, in addition to their already extensive apprenticeship programs.

The unions also set up committees to work on special agreements to apply to utility work, the cement supply and delivery industry and residential construction to help union firms penetrate these virtually non-union sectors.

Contractor benefits, too

Among the results, a union contractor recently beat 24 non-union shops in a bid for a $36 million waste water treatment plant. More than 300 local building trades union members will work on that job.

Houston, which had only a 3.2 percent jobless rate when the organizing program was kicked off, was attractive to many unemployed workers from other states lured by the prospect of jobs in the booming Sunbelt city.

But the jobs began to dry up when the recession deepened, and the project's building trades division set up a "travelers' assistance program" to aid jobless workers from other states. The program helps demonstrate that unions are concerned about working people regardless of their membership status.

Under the program, a seminar was held to train business agents and other local union representatives to help "stranded" workers find housing, solve credit problems, apply for unemployment benefits or other assistance, obtain health care and even to find jobs.

Future organizers

Slaiman points out that in recognition of the business climate in Houston and these workers' problems, the program has even found union members jobs with non-union contractors. But it's made clear they will be asked to help with organizing should that contractor become the target of a campaign.

The project's public sector and health care division has seen a near doubling of membership among teachers and other workers in the city's school system, including the rejoining of their unions by current union members. That action was necessary when a court decision allowed the school board to rule that all members on check-off would have to be re-enrolled after a dues structure change was made by the union.

Texas has no collective bargaining law to protect public employees and no provision for a union to get exclusive recognition to bargain for public workers. The Teachers and the State, County & Municipay Employees have no collective bargaining agreements with the school system. They do have the right to sign members for dues check-off, to represent them in grievances and to confer with local authorities before wage increases are determined.

Public sector potential

Slaiman emphasizes that given those conditions, the record numbers of AFT and AFSCME members who rejoined the unions, along with the sizable increase in new members, points to public workers' growing recognition of the value of a union and indicates a healthy future for organizing in that sector.

The AFT and AFSCME are already organizing among area college teachers and other city and local workers.

Other encouraging developments along with outright election wins, the department said, include successful campaigns that are reversing previous losses, such as a 175-11 victory by the Service Employees in a second election at a nursing home last December.

A growing number of voluntary agreements for representation in manufacturing and services have also been posted, including shops organized by the Service Employees, the Sign Painters and the Graphic Arts International Union.

The department report points out that in late December, organizing activities in these industries was showing a marked increase after "an initial depressing psychological effect" from the recession and fear tactics used by management including layoffs and the hiring of union-busting consultants.

New teamwork

Typical of the enthusiasm unions are showing, the department said, is the teamwork developed by the Hotel Employees & Restaurant Employees and the Service Employees in joining forces to organize some 1,400 workers at the Houston Astrodome.

HERE has targeted the food service workers who took a pay cut when a new food vendor took over the concession at the sports complex, and SEIU will organize the parking lot attendants, ushers, security guards and cleaning workers, many of whom are paid the minimum wage with no benefits.

The unions said they plan "intensified activity" in March and April when the baseball season begins.

Kistler stresses that the campaign is recognized as a new force in the city.

"People in the area recognize the Houston Organizing Project as their own, like the Houston Astrodome is their own," Kistler declared.

Senate rollcalls on 3 key labor, jobs measures

These three key rollcalls are from the final days of the 97th Congress, when the Senate acted on a labor-supported highway and mass transit bill and on an appropriations resolution to continue funding for government agencies.

VOTE NO. 1 shows the 48-46 rejection of a labor-opposed amendment that would have weakened Davis-Bacon Act prevailing wage requirements for highway repairs.

VOTE NO. 2 is the 50-46 defeat of a union-opposed motion to delete funds for a public works jobs program from the appropriations resolution. However, a House-Senate conference later dropped the jobs program in order to avoid a presidential veto.

VOTE NO. 3 shows the 56-34 Senate passage of the highway and transit bill.

On the rollcalls, R indicates "right" votes for labor's position; W shows "wrong" votes, and A stands for "absent."

	1	2	3
ALABAMA			
Denton (R)	W	W	W
Heflin (D)	R	R	W
ALASKA			
Murkowski (R)	R	W	R
Stevens (R)	R	W	R
ARIZONA			
Goldwater (R)	A	A	A
DeConcini (D)	R	R	R
ARKANSAS			
Bumpers (D)	R	R	W
Pryor (D)	W	R	W
CALIFORNIA			
Cranston (D)	A	R	A
Hayakawa (R)	W	W	R
COLORADO			
Hart (D)	R	R	R
Armstrong (R)	W	W	W
CONNECTICUT			
Weicker (R)	R	R	R
Dodd (D)	R	R	R
DELAWARE			
Roth (R)	W	W	R
Biden (D)	R	R	W
FLORIDA			
Chiles (D)	W	W	R
Hawkins (R)	W	W	W
GEORGIA			
Nunn (D)	W	W	R
Mattingly (R)	W	W	W
HAWAII			
Inouye (D)	R	R	W
Matsunaga (D)	R	R	R
IDAHO			
McClure (R)	W	W	R
Symms (R)	W	W	R
ILLINOIS			
Percy (R)	R	W	R
Dixon (D)	R	R	R
INDIANA			
Lugar (R)	W	W	R
Quayle (R)	W	W	R
IOWA			
Jepsen (R)	W	W	R
Grassley (R)	W	W	R
KANSAS			
Doyle (R)	W	W	R
Kassebaum (R)	W	W	R
KENTUCKY			
Huddleston (D)	R	R	R
Ford (D)	R	R	W
LOUISIANA			
Long (D)	R	R	R
Johnston (D)	R	R	W
MAINE			
Cohen (R)	W	R	W
Mitchell (D)	R	R	W
MARYLAND			
Mathias (R)	R	A	R
Sarbanes (D)	R	R	W
MASSACHUSETTS			
Kennedy (D)	R	R	A
Tsongas (D)	R	R	R
MICHIGAN			
Riegle (D)	R	R	W
Levin (D)	R	R	R
MINNESOTA			
Durenberger (R)	R	W	R
Boschwitz (R)	W	W	R
MISSISSIPPI			
Stennis (D)	W	R	R
Cochran (R)	W	R	W
MISSOURI			
Eagleton (D)	R	R	W
Danforth (R)	R	W	R
MONTANA			
Melcher (D)	R	R	R
Baucus (D)	R	R	R
NEBRASKA			
Zorinsky (D)	W	W	W
Exon (D)	W	W	W
NEVADA			
Cannon (D)	A	R	A
Laxalt (R)	W	W	R
NEW HAMPSHIRE			
Humphrey (R)	W	W	W
Rudman (R)	W	R	R
NEW JERSEY			
Brady (R)	W	W	R
Bradley (D)	R	R	W
NEW MEXICO			
Domenici (R)	W	W	R
Schmitt (R)	W	R	R
NEW YORK			
Moynihan (D)	R	R	A
D'Amato (R)	R	R	R
NORTH CAROLINA			
Helms (R)	W	W	W
East (R)	W	W	W
NORTH DAKOTA			
Burdick (D)	R	R	R
Andrews (R)	R	R	R
OHIO			
Glenn (D)	R	A	R
Metzenbaum (D)	R	R	W
OKLAHOMA			
Boren (D)	W	W	W
Nickles (R)	W	W	W
OREGON			
Hatfield (R)	R	R	A
Packwood (R)	R	R	R
PENNSYLVANIA			
Heinz (R)	A	R	A
Specter (R)	R	R	R
RHODE ISLAND			
Pell (D)	A	R	R
Chafee (R)	R	R	R
SOUTH CAROLINA			
Thurmond (R)	W	W	R
Hollings (D)	W	R	A
SOUTH DAKOTA			
Pressler (R)	W	W	R
Abdnor (R)	W	W	R
TENNESSEE			
Baker (R)	R	W	R
Sasser (D)	R	R	W
TEXAS			
Tower (R)	W	W	W
Bentsen (D)	R	R	R
UTAH			
Garn (R)	W	W	W
Hatch (R)	W	W	A
VERMONT			
Stafford (R)	R	W	R
Leahy (D)	R	R	R
VIRGINIA			
Byrd (D)	W	W	R
Warner (R)	W	W	R
WASHINGTON			
Jackson (D)	A	R	A
Gorton (R)	W	W	R
WEST VIRGINIA			
Randolph (D)	R	R	R
Byrd (D)	R	R	W
WISCONSIN			
Proxmire (D)	R	W	W
Kasten (R)	W	W	W
WYOMING			
Wallop (R)	W	A	W
Simpson (R)	W	W	W

Sagging economy top 1982 labor story

Recession came perilously close to depression during 1982. The turnabout Administration economists had predicted never arrived. Instead, unemployment climbed to the highest level in more than four decades, a devastating 10.8 percent.

America's voters sent a "change the course" election message. The actions of the new 98th Congress in the months ahead will tell whether the message was heeded.

And Poland's military rulers found that Solidarity has deep roots.

These are gleanings from the 51 issues of the AFL-CIO News published during 1982.

January

Unemployment rate as new year begins is 8.9 percent—the fifth successive monthly increase. AFL-CIO President Lane Kirkland blames Administration's "failed experiments on voodoo economics" and calls on Congress to shape "responsible alternatives." . . . Oil, Chemical & Atomic Workers pact with Gulf Oil paves way for industry settlements covering 55,000. . . . At call of International Confederation of Free Trade Unions, worldwide rallies are held Jan. 30 demanding restoration of trade union rights in Poland. In the United States, there are demonstrations and rallies in Chicago, Washington and a score of other cities. . . . Labor joins observance of centennial of Franklin D. Roosevelt's birth. . . . Washington State AFL-CIO brings 15,000 to rally for "jobs and justice" at the state capitol grounds in Olympia.

People: Andrew J. McLellan, AFL-CIO inter-American affairs director, dies at 70. Murray Seeger becomes AFL-CIO information director on Saul Miller's retirement.

February

New Reagan budget proposals ask further cuts in programs for the needy and foresee a record deficit resulting from continued high unemployment and tax cuts . . . At AFL-CIO Executive Council session, labor unveils its alternative program of job creation, repair of safety-net programs and lowering budget deficits by repealing "the worst giveaways" of the 1981 tax bill and paying for any defense spending increases with a special surtax. . . . Council urges prompt Senate action on House-passed extension of Voting Rights Act, scores Reagan's "new federalism" scheme, and urges rejection of nomination of John Van de Water to head NLRB. . . . Unemployment rate dips to 8.5 percent, but jobs are also down as discouraged workers shrink labor force. . . . Reagan asks Republicans in Congress to "hold firm to the course we have charted." In Idaho, Gov. John Evans (D) vetoes "right-to-work" bill passed by the Republican legislature. An override attempt fails.

People: Gerald W. McEntee, president of the State, County & Municipal Employees, is elected to an AFL-CIO Executive Council vacancy resulting from the death of Jerry Wurf. . . . BRAC's James J. Kennedy, Jr., is named executive assistant to AFL-CIO Sec.-Treas. Thomas R. Donahue. Wes Reedy retiring from post.

March

New wave of layoffs push unemployment rate back up to 8.8 percent with 9.6 million jobless. . . . At joint House-Senate hearings, AFL-CIO and panel of union witnesses urge Congress to restore job training and job development programs. . . . International Labor Organization calls on Poland to free imprisoned union leaders . . . AFL-CIO spring series of regional conferences gets under way with Kirkland and Donahue active participants in discussions of grass-roots lobbying and the coming election campaign. . . . Chairmen of four House committees concerned with health care costs join labor in protesting Administration decision to allow hospitals and nursing homes to include fees paid to union-busting consultantts as reimbursable expenses under Medicare. . . . At congressional hearings, AFL-CIO charges Labor Dept. has put corporate profit ahead of worker safety in its administration of the Occupational Safety & Health Act. . . . Clothing & Textile Workers negotiate pay, pension gains for 70,000 in men's apparel on eve of strike deadline.

April

Unemployment rate cilmbs to 9 percent, matching the peak of the post-World War II era. Conferences of Building & Construction Trades Dept. and Industrial Union Dept. reinforce labor's call for a change in economic course. Message from both conferences is that if Congress doesn't respond to the nation's needs, voters will elect a Congress that will do so. . . . Coalition of Labor Union Women launches two-year project to help women move into leadership roles in their unions. . . . At House hearings, unions press for additional weeks of unemployment compensation for recession victims. . . . Unanimous NLRB upholds union access to worker health and safety records. . . . Rubber Workers set industry pattern with B. F. Goodrich pact retaining cost-of-living index. . . . AFL-CIO testimony scores Caribbean Basin Initiative as threat to jobs. . . . Dip in consumer price index linked to recession and oil glut. . . . CWA and IBEW negotiate job security pact covering workers affected by American Telephone & Telegraph Co. divestiture of local operating companies. . . . National Football League Players Association affiliates with AFL-CIO central bodies in all 28 NFL cities and in 14 states. . . . Budget cuts force closing of four of the eight Federal Mediation & Conciliation Service regional offices.

People: Andrew J. Biemiller, labor's voice on Capitol Hill until his retirement as AFL-CIO legislative director, dies at 75. . . . Ernest S. Lee leaves Dept. of International Affairs to become executive director of the George Meany Archives.

May

Jobless rate climbs to 9.4 percent with no sign of the economic recovery the Administration predicted for the spring. . . . House ignores veto warnings and votes 349-55 for an appropriations bill that included mortgage-interest subsidies for moderate-income homebuyers. . . . Seafarers and National Maritime Union announce cooperative campaign to preserve American seagoing jobs. . . . AFL-CIO delegation headed by Kirkland gets warm welcome at executive board meeting of the International Confederation of Free Trade Unions in Brussels. It marks the return of the AFL-CIO to the ICFTU after a 13-year absence. . . . Senate Republicans back away from their budget proposal to cut $40 billion out of social security benefits over the next three years after a drumfire of protests. . . . Supreme Court unanimously upholds legality of construction industry agreements prohibiting subcontracting to non-union firms. . . . AFL-CIO Executive Council urges renewal of the Credit Control Act, says further aid to El Salvador should be keyed to implementation of land reform and denounces the proposed balanced budget constitutional amendment as wrong in principle and unworkable in practice. . . . A council resolution urged affiliates to hold off endorsements of presidential candidates for the 1984 elections to allow an opportunity to seek a consensus on labor's preference. . . . A national Occupational Safety & Health Conference called by the AFL-CIO launches an "OSHA Watch" to keep tabs on enforcement of the job safety law. . . . Union-Industries Show in Pittsburgh spotlights the fruits of collective bargaining.

People: Msgr. George G. Higgins, a staunch ally and constructive critic of the trade union movement, receives Murray-Green-Meany Award for humanitarian services at AFL-CIO Community Services Conference.

June

Building trades unions and the AFL-CIO ask a federal court to block Labor Dept. rules that would demolish prevailing wage protections of Davis-Bacon Act. . . . Unemployment rate edges up to 9.5 percent, with 10.5 million jobless. . . . Congress adopts budget resolution requiring further cuts in health care, food stamps, family assistance and child nutrition, while completing the wipeout of trade adjustment assistance for workers. . . . Senate crushed a filibuster, defeated weakening amendments and passed extension of the Voting Rights Act by 85-8; House accepted Senate version intact. . . . Series of Reagan vetoes forces Congress to drop mortgage interest rates subsidies from emergency appropriations bill to keep the government operating. . . . Equal rights amendment falls three states short of ratification. Kirkland tells rally AFL-CIO still committed to ERA goal. . . . House, Senate approve labor-supported bill to retain domestic manufacturing clause of Copyright Act an additional four years, saving several hundred thousand jobs in printing and related industries. . . . Coordinated bargaining brings breakthrough contract at General Electric. . . . Supreme Court rejects challenge to provision in Steelworkers constitution barring candidates for union office from accepting contributions from non-members.

People: Irving Brown, U.S. worker delegate to ILO and AFL-CIO European representative, named AFL-CIO international affairs director. . . . Ellen Burstyn succeeds Theodore Bikel as president of Actors' Equity.

July

Congress overrides a Reagan veto for the first time. It comes on labor-sought bill to continue the job-saving domestic manufacturing clause of the Copyright Act. House votes 324-86 to override; Senate vote is 84-9. . . . Unemployment stays at 9.5 percent but number of "discouraged workers" who gave up job search and aren't counted as unemployed mounts to new high of 1.5 million. . . . Auto Workers launch nationwide petition campaign for domestic content bill. . . . Fight against balanced budget constitutional amendment shifts to House after 69-31 approval by Senate. AFL-CIO Executive Council warns of "massive damage" to the Constitution, sets up subcommittee headed by Vice President McEntee to coordinate labor's efforts to stop it in the House. . . . Federal court issues preliminary injunction barring Labor Dept. from putting into effect Davis-Bacon Act changes to weaken prevailing wage protections. . . . Merger unites Aluminum, Brick & Clay Workers with the Glass & Ceramic Workers. . . . Senate passes bill backed by AFL-CIO to toughen penalties for union officials who take employer bribes. . . . AFL-CIO Sec.-Treas. Donahue tells House hearings Labor Dept. proposals to weaken child labor restrictions would provide cheap "kiddy labor" for greedy employers.

August

Unemployment rate climbs to 9.8 percent as 10.8 million seek work in an economy ravaged by layoffs and plant closings. . . . Congress adopts temporary program of six to 10 weeks of federal unemployment benefits after state payments are exhausted, coupled with a permanent lowering of the income threshold at which unemployment benefits are taxed. . . . AFL-CIO Executive Council adopts procedure for General Board to consider a presidential endorsement before the 1984 primaries. . . . Council charges Administration decision to allow National Right to Work Committee to solicit contributions from federal employees "totally perverts the concept of charity." . . . In policy reversal, NLRB says it will no longer rerun union representation elections because of false or deceptive last-minute statements. . . . Congress reverses Administration policy and bars hospitals and nursing homes from charging the cost of union-busting consultants to the Medicare program. . . . A 14-state AFL-CIO television conference touched off a grass-roots lobbying campaign against the balanced budget amendment. . . .AFL-CIO's new Labor Institute of Public Affairs begins operations.

September

Labor Day observances take on special significance as the start of an important congressional election campaign. In New York, more than 400,000 march in a seven-hour parade. Big turnouts in Chicago and across the country, including parade of 25,000 in San Antonio, where statute of Samuel Gompers is unveiled. . . . Unemployment stays at a grim 9.8 percent and union leaders hammer at the waste of human resources in Labor Day speeches and interviews. . . . As election campaign gets in full swing, Congress has some second thoughts about Reaganomics. House and Senate override veto of what Reagan had termed a "budget-buster" appropriations bill that included funds needed to prevent the layoffs of low-income older Americans working part-time in day care centers and programs providing services to the homebound aged and handicapped. . . . Football players strike.

People: David Dubinsky, a giant in labor history and retired president of the Ladies' Garment Workers, dies at 90.

October

Unemployment rate mounts to 10.1 percent, reaching double digit for the first time since the nation emerged from the Depression. . . . Labor's campaign to stop the balanced budget constitutional amendment culminates in a House vote that is 46 short of the two-thirds majority needed for approval. Congress then adjourns until after the election. . . . Nationwide "Leaflet Day on Oct. 19 finds national and local union leaders at plant gates carrying the message that "the Number One issue in the election is jobs." . . . Unions enlist unemployed members and retirees as election campaign workers. In San Francisco, 70,000 march to a "jobs and justice" election rally. . . . Postal Service agrees to pay $400 million to some 800,000 present and past employees in settlement of overtime claims. . . . George Meany Human Rights Award presented to two South African battlers against apartheid—Mangosuthu Gatsha Buthelezi, a black trade union leader, and Neil Aggett, who died in jail.

People: Martin J. Ward, president of the Plumbers & Pipe Fitters and chairman of the AFL-CIO Executive Council's international affairs committee, dies at 64. Union's executive board chooses Marvin J. Boede to fill out the term. . . . Carpenters President William Konyha announces retirement; Patrick J. Campbell succeeds him.

November

Labor sees election results as breaking the conservative coalition's domination of the House and sending a strong "change the course" message to the Senate. . . . Democratic gains in states ease threat of anti-union laws. . . . Unemployment rise to 10.4 percent builds pressure for congressional action on job programs during post-election session of Congress starting Nov. 29. . . . Football players end 57-day strike after tentative agreement on a five-year contract. . . . NLRB Chairman Van de Water moved to Labor Dept. post after failure to obtain Senate confirmation; Reagan nominates Assistant Sec. of Labor Donald Dotson, also a management lawyer, to replace him.

People: David J. Fitzmaurice, president of the Electrical, Radio & Machine Workers, dies at 69; IUE board names William H. Bywater to fill his term and Edward L. Fire to replace Bywater as secretary-treasurer. . . . Air Line Pilots elect Henry A. Duffy president, to succeed John J. O'Donnell; International Confederation of Free Trade Unions President Otto Kersten dies at 54; John Vanderkeven to serve until the next ICFTU's World Congress.

December

The grim news as 1982 drew to a close was a rise in the unemployment rate to a staggering 10.8 percent. . . . Congress responded only in small part, abandoning emergency jobs legislation passed by both the House and Senate under the threat of a presidential veto. . . . Plus factors in the lame-duck session included enactment of a highway and mass transit bill that is expected to generate more than 300,000 jobs. The bill included additional weeks of federal supplemental unemployment benefits for those whose payments have run out. . . . Other pluses were the House passage of the domestic content bill and the inability of the Administration to push through a job-destroying Caribbean Basin Initiative measure. . . . President names John C. Miller to recess appointment as NLRB chairman but will resubmit the nomination of Dotson when the new Congress convenes. . . . Federal court invalidates most Davis-Bacon regulations issued by the Labor Dept., upholding union position that they flout intent of Congress. . . . Mergers bring Hatters into Clothing & Textile Workers and previously unaffiliated National Association of Government Employees into Service Employees.

EDITORIALS

Bad Lessons

CALIFORNIA'S state university system and American University, a private institution in the District of Columbia, have been doing their utmost to give higher education a bad name.

They are succeeding, mightily.

The University of California board of regents took a leaf from union-busting private employers when it became aware of union organizing activities at various university campuses. It mounted a campaign to keep unions out.

Since union-busting costs money, the regents voted 11-9 to earmark for the campaign $157,000 in federal funds given to the university for the administrative costs of overseeing government contracts.

A sample of the anti-union campaign being waged with this money is a "fact sheet" distributed to employees at the UCLA campus. It declares bluntly that the university administration "does not want its employees to unionize" and does not consider collective bargaining "desirable."

In words surely taken from some management consultant's handbook of union-busting, the university warns its workers that voting for union representation means high dues, along with the likelihood of "fines and assessments . . . if you miss union meetings or refuse to go on strike."

THE "FACT SHEET" scoffs at the notion that "unions will succeed in obtaining better and faster salary increases than management can obtain for you" and warns that the collective bargaining process "leads to an inevitable increase in tension, confrontation and conflict."

One of the outraged minority on the board of regents was John F. Henning, the executive secretary-treasurer of the California AFL-CIO. What the majority of the regents has done, he protested, flouts both state and federal labor relations policies of encouraging collective bargaining.

California's basic labor law advocates "negotiation of terms and conditions of employment" and declares that the workers' choice of bargaining representative should be free from employer "interference."

The state law is modeled on the National Labor Relations Act, in which Congress declared "the policy of the United States" to be one of "encouraging the practice and procedure of collective bargaining."

Is it too much to ask that a publicly supported university system follow public policy in dealing with its employees?

ACROSS THE CONTINENT, at American University, a group of employees learned through Christmas season dismissal notices how fully they can rely on the benevolence of management in a union-free environment.

American University was looking for ways to economize and it settled on its cleaning staff, some of whom had been employed longer than most of the professors.

The university had been paying the cleaners $6 an hour and providing retirement benefits. But it found a cheaper way of dealing with its cleaning needs. It fired the university employees and contracted with a private firm to do the work.

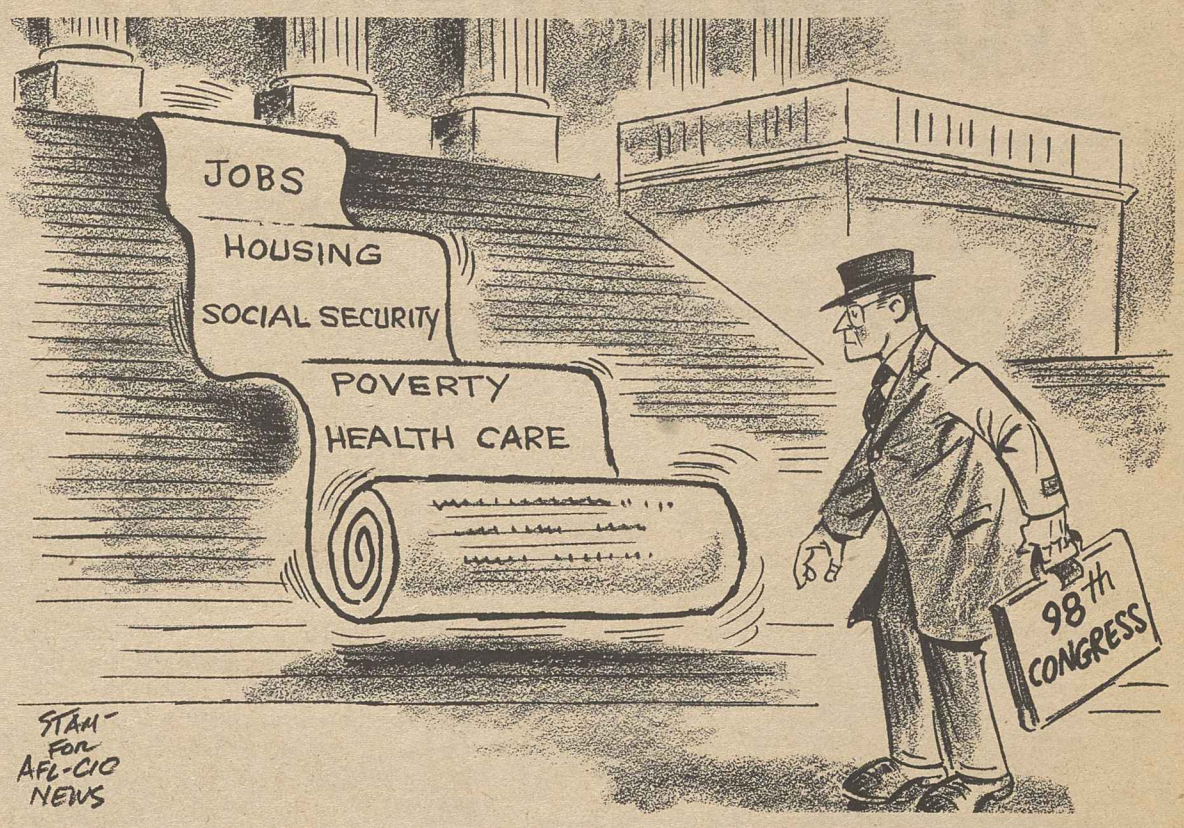
The university proposed to help some of the dismissed workers get jobs with the private contractor, but there was just one small hitch.

It seems that the private contractor paid only $4 an hour and provided no retirement benefits. Nor would length of service with American University count for vacation time, which for new hires would be one week a year.

Such shabby treatment of workers would be an offense to decency coming from any employer. It is doubly shocking that in this case the employer is a university, supposedly a beacon of enlightenment, a guardian of knowledge.

Surely, somewhere in American University's thick catalog of courses there is one titled "Ethics." The university's administrators should enroll.

Welcome Mat



Washington Window

Reagan cuts create tide of homeless Americans

By Press Associates, Inc.

An estimated two million people are homeless in the United States. They overflow emergency shelters. They live in the streets, in cars, under bridges, in caves along river banks, beneath highway overpasses.

Shocking stories of the homeless in America were reported to a congressional hearing in December.

Mayor Ted Wilson of Salt Lake City, representing the U.S. Conference of Mayors, described the situation as a "national tragedy, a national disgrace" and "a hell of a mess."

Colonel Ernest A. Miller, national public affairs director for the Salvation Army, said requests for assistance are running 25 to 40 percent higher than last year.

Victims of recession, cutbacks

All the witnesses experienced in dealing with the needy said the "new homeless" no longer fit the skid-row stereotype. They are victims of the recession and cutbacks in social services. They are young men, families, women and children.

Carol Bellamy, president of the New York City Council, said recent studies show the average age of men in shelters there is 36 years. Some 40 percent said they sought shelter due to job loss.

Miller described those turning up in Salvation Army shelters as "people who were on the edges of the middle class, if not in the middle class, within the last half decade." He said, "they are often skilled workers whose skills have become obsolete by social conditions they cannot control," like the permanent shutdown of basic manufacturing industries.

Sister Loretta Schulte, who founded a Catholic shelter for women in Cleveland, said she had observed "a direct relationship between the numbers we are getting and the amount of money that has been cut" from mental institutions and other social programs.

Backing up the testimony from expert witnesses were stories from homeless victims:

- Victoria Mason and her two children have been homeless since last August when her apartment building was turned into condominiums. She has been looking, but hasn't found work or another apartment she can afford. Since she has lost her home, she has been living "from shelter to shelter."
- Clarence West, a 56-year-old native of Washington, D.C. lost his job as a truck driver last March after he was hospitalized for several weeks for a serious illness. Since then, he has been unable to find work, except for a few days of temporary, part-time employment. He has been homeless for eight months.
- George Andrews, 26, has a bachelor's degree in physics. Since he was graduated two and a half years ago, he has lived in his car, searching in different parts of the country but unable to find work. "I will take any kind of job," he said.
- Pearline Pegues worked ten years in a West Virginia factory until it closed last July. Since then, she hasn't been able to find work and she lost her house, car and furniture. With five children, she can't find an affordable apartment large enough for her family.

If the 98th Congress responds to the crisis of the homeless, it will have to break through President Reagan's dreamworld.

While the victims of his policies were looking for their next meal and bed, Reagan broadcast a Christmas message from the White House. Americans are gathered around the family hearth, the President said, and "we Americans are still uniquely blessed, not only with the rich bounty of our land, but by a bounty of the spirit."

AFL-CIO news

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Vol. 28, No. 1 SATURDAY, JANUARY 8, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
American Federation of Labor and Congress of Industrial Organizations
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MEMO FROM COPE

Helms Talkathon—Testing Waters For New Right's Populist Crusade?

There are two theories for all the huffing and puffing Sen. Jesse Helms did in his filibuster that delayed for two weeks the recent lame-duck Senate session from considering the proposed five-cents-a-gallon-of-gas tax hike.

1. He was playing a heroic Horatius at the Bridge for the benefit of home consumption in North Carolina, where he faces a tough re-election campaign in 1984.

2. He was building name recognition for a push for the GOP presidential nomination in 1984 should President Reagan not run again. (Helms already gets more ink than most of his colleagues, mostly for obstructionism.)

Here's a third notion the press didn't touch, floated for those who get their highs on political speculation and don't mind adding two and two and running the risk of coming up with three. Sequence:

► *Step One*—The October issue of *Conservative Digest,* monthly bible of the new right, announces the ultra-conservative movement is shifting priorities. It's not dropping the single-issue appeals that get its troops all lathered up. Instead, it *is* going beyond them to reach for the hearts, minds and support of average Americans with a populist appeal on economic issues, among them taxes.

► *Step Two*—Jesse Helms takes on the proposed gas tax boost, revenue from which will create several hundred thousand jobs and make possible badly needed repairs on roads, bridges and mass transit systems.

Helms, certainly the most visible and constant public spokesman for the new right, took the populist approach that the proposal—subsequently enacted—was unjust because it taxed everyone equally—rich and poor alike. He was echoed in the talkathon by a small supporting cast, all creatures of, and beholden to, the new right: Senators East (N.C.), Nickles (Okla.), Humphrey (N.H.).

(Bleeding, as they did, for the poor and for working people, was a new experience for them. This is the gang that's out front slashing food stamps and other nutrition programs, health and housing—and it's hardly been a bulwark of support for workers.)

In paralyzing the Senate with their talk-fest, the four rightists defied the President they view as one of them and their party leadership. But they, and the right-wing leaders and groups they serve and are served by, now can claim they fought for the people.

There may or may not be a connection between the Helms filibuster and the announced new right launch of its version of populism. Certainly, it could be a testing of the waters.

Whether or not it turns out this two-plus-two of speculation adds up to four won't be known for a while. Meantime, given the abysmal record of Helms et al on people-helping issues in the past, it's prudent for average Americans to greet any overtures they may make with the same caution a cobra views the arrival of a mongoose.

Helms's filibuster was so dogged, and in the eyes of most senators, so wrong-headed, that the normal syrupy phrases senators use when referring to colleagues went out the window. One comment about Helms, from Sen. Alan Simpson (R-Wyo.), himself a staunch conservative: "Seldom have I seen a more obnoxious and obdurate performance."

Odds 'n Ends

PRESIDENT REAGAN plays it close to the vest on his plans for 1984—whether or not to seek re-election—but some folks are going ahead on his campaign without him. Sen. Jesse Helms (N.C.), despite some recent legislative differences with the President (see story this page), writes a fund appeal for the Reagan re-election campaign on the letterhead of Americans for Reagan, a front for Helms's own National Congressional Club. The appeal seeks $1.2 million to buy TV time for Reagan (all the President has to do is call a press conference and he'll get all the TV time he wants). Helms isn't alone. A small band of right-wing New York Republicans opens "unofficial" campaign headquarters without Reagan's blessing and probably without his prior knowledge. They bill it as a "symbolic gesture of confidence and optimism." Among them is Roger Stone, one of the early new right leaders. Earlier, to Reagan's displeasure, his long-time associate, Lyn Nofziger, called together a bunch of GOP ultra-conservatives to start planning re-election campaign strategy.

WHILE ON THE SUBJECT, there's apparently some pulling and hauling between the GOP National Committee—now headed by Reagan's close friend Sen. Paul Laxalt (Nev.)—and White House political advisers. The GOP committee has circulated a memorandum proposing that it act as the Reagan re-election committee. But top political aides in the White House reportedly have already lined up long-time California campaign whiz Stuart Spencer as director of any Reagan re-election campaign, and will want to run the effort from the White House, itself.

JUST IN CASE there's no Reagan re-election effort, Rep. Jack Kemp (N.Y.) seems to be laying the groundwork for a run of his own for the nomination—at least if travel and favors to party people are any indication. Kemp turned up in 30 states and campaigned for 75 GOP congressional candidate leading up to November 2. His own political action committee, Campaign for Prosperity, kicked in $150,000 to GOP candidates for Congress. He is said to get more than 300 invitations a month to address GOP events.

Studies Show Income Shift—Upward

Two recent studies bear out the conviction that the Reagan Administration believes devoutly in the redistribution of wealth: In an upward direction.

Both the Congressional Budget Office and the Urban Institute conclude that as a result of Reagan's tax cuts and budget cuts, the rich are getting richer and the poor poorer.

Even a solid economic recovery, the reports indicate—a recovery for which there's yet been no sighting—would leave a widening gap between rich and poor as the net effect of Reagan programs.

The Urban Institute charges "a counter-revolution is underway," led by Reagan, after a half-century of efforts by the government to assure at least minimal acceptable levels of nutrition, housing and health care for all Americans.

The Congressional Budget Office study compares gains from Reagan's tax cuts—once the final cut comes this year—with losses as a result of federal spending slashes in cash benefits such as social security, jobless insurance and food stamps, and "in-kind" benefits like child nutrition, student loans and medical care for the poor and elderly. Here are CBO figures for five yearly income groups:

	Up to $10,000	$10-20,000	$21-40,000	$40-80,000	Over $80,000
Cash	−$270	−$140	−$90	−$70	−$70
In-kind	−$90	−$80	−$50	−$60	−$50
Taxes	+$120	+$440	+$950	+$1,830	+$15,250
Net	−$240	+$220	+$810	+$1,700	+$15,130

The Urban Institute's analysis shows much the same results and similar conclusions. It says, "Substantial gains will accrue to higher income families, while the 46 million families with incomes below $15,000 will have no significant change in their real after-tax income." Families just above the poverty line will suffer the greatest losses, it says.

Both studies were seconded by an economist at Wisconsin University's Institute for Research on Poverty, who said: "Even if the Administration's program generates a recovery, the gains that trickle down to those at the bottom of the income distribution aren't likely to be large enough to offset the direct losses from the reduced transfer and other social programs."

MEAN STREAK

Would this bunch keep E.T. from going home; throw Bambi out of the forest; stone cute, curly little Shirley?

Cumulatively, items in the news over the period of less than a month recently reveal anew the mean-spirited nature of the Reagan Administration.

It's enough to convince you the Administration would bump E.T. off the spaceship taking him home, would throw Bambi out of the forest, and would stone the early dimpled, curly-haired, toe-tapping, adorable Shirley Temple.

In review—starting with of all times Thanksgiving—these thoughts of the Reagan Administration have leaked to the public:

► With the highest unemployment rate in more than 40 years—10.8 percent, 11,987,000 out of work (not counting millions of discouraged workers and those on part-time seeking full-time jobs), it was revealed some in the Administration were tinkering with the notion of *taxing jobless benefits.*

► Meanwhile, others came up with a suggestion to *tax workers' health insurance premiums* paid by their employers.

► Still others in the Administration floated a proposal—hardly new to the Reagan group—to charge Medicare beneficiaries more for their health care.

► Another potential group of sacrificial lambs: food stamp recipients. Word leaked that the Agriculture Dept. considered proposing a further $1 billion cut in a program that's already been reduced by 20 percent below the pre-Reagan level. Also, several child nutrition programs might be lumped into one block grant, leaving it for states and localities to decide who gets less to eat than before.

► The Administration considers merging two grant-to-state programs—social services and community services—and slashing their funding while at it. Cut deeply would be funds for day care centers, homemakers for elderly and handicapped persons, emotionally disturbed children, transportation services for the elderly and services for the rural poor.

Most of these things aren't going to happen. Most were merely floated as possible ways to reduce the record-setting federal budget deficits the Reagan Administration is running up. Some were disavowed by the Administration—but only after public clamor hit the fan. Yet, some are bound to come up as serious proposals in the forthcoming Reagan budget.

He is confronting, by most projections, a budget deficit for Fiscal 1984 in the range of $180-$200 billion (1984, for folks with short memories, is the year presidential-candidate Reagan promised he would submit a balanced budget).

To keep the deficit around a still-whopping $160-$170 billion level, Reagan's proposed budget is expected to demand $30-$40 billion in further cuts in people-helping programs that have already suffered deep wounds from the slings and arrows of the Reagan Administration. He still looks to working people and the poor in his proposals for "sacrifice."

Taken together, these various proposals speak very unflatteringly of this Administration. Even to entertain such notions is tacky, harsh, spiteful. The Administration's instincts are all wrong. It looks in the wrong places and at the wrong people and the wrong programs to carve out its pound of flesh.

Like Wildfire

President Reagan's first concrete step to reduce unemployment caught on like wildfire. He proposed on Christmas that every business hire one unemployed worker. Promptly, the third largest bank in Pittsburgh got behind the President's program and hired exactly one jobless person. Reports around the country indicate that at least three or four other businesses followed suit—slashing joblessness from approximately 12 million to approximately 11,999,995.

AFL-CIO news

SATURDAY
JANUARY 15, 1983
VOL. 28, NO. 2

Jobless rate 10.8% — and rising

They want jobs

More than 20,000 of Chicago's unemployed braved 26-degree temperatures to apply for 2,800 full-time and 1,000 part-time jobs being offered by the city in a $10-million program financed by allocations from the new federal gasoline tax. The program will provide jobs for only 10 weeks, but Mayor Jane M. Byrne said she hopes to find a way to continue it. A lottery will be used to determine who gets the jobs.

Policy shift demanded by Kirkland

By James M. Shevis

The 10.8 percent jobless rate recorded in December, the highest in more than 40 years, and the prospect of further increases make a correction in economic policy imperative, the AFL-CIO warned.

"Economic policy must be changed to make the national goal an early return to full employment," Federation President Lane Kirkland declared.

"The country has now endured two years of rising unemployment. Most forecasters believe there is more bad news to come. Clearly, now is the time for the President and the Congress to change course and put America back to work."

Needed protections

Kirkland also called on the Administration and Congress to extend unemployment benefits to protect those whose benefits are expiring, and to provide health care for the jobless and their families who have lost protection.

December's 10.8 percent jobless rate—up from a revised figure of 10.7 percent for November—would have reached 11 percent if the Bureau of Labor Statistics had stuck to its old methodology for calculating the influence of seasonal factors on unemployment.

BLS, which issues data on employment and unemployment monthly, used new seasonal adjustment factors in its routine, year's end revision of the previous 12 monthly rates, with the result that there were changes in eight.

'Discouraged' workers

Besides the 12 million Americans officially unemployed in December, BLS said there were 1,849,000 "discouraged" workers—persons who want jobs but do not bother looking because they believe none exists for them. The number was the highest since BLS began keeping records for such persons in 1967. There were 1,638,000 in the third quarter.

"The new record number of workers who have simply given up hope of finding jobs is an index of national misery and an

Continued on Page 8

Court order hits OSHA stalling on gas standard

By Arlee C. Green

A federal court has ordered the Occupational Safety & Health Administration to issue an emergency temporary standard on ethylene oxide by Jan. 25 to sharply reduce worker exposure to the toxic gas.

U.S. District Court Judge Barrington D. Parker's ruling marked the first time that OSHA has been compelled to issue an emergency standard.

The State, County & Municipal Employees and the Public Citizen Health Research Group sued OSHA after it rejected their petition to lower the current exposure limit for workers to one part ethylene oxide per million parts air (1 ppm). They cited numerous studies showing the current 50 ppm limit produced "grave health dangers," including higher instances of leukemia, stomach cancers and chromosomal damage.

AFSCME and the Health Research Group were joined in the suit by the Service Employees, Clothing & Textile Work-

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Labor spurs Congress to shape jobs program

Congress must step in immediately with effective jobs programs—including $10 billion in federal grants for community development projects—to halt the spread of human suffering caused by the Reagan Recession, the AFL-CIO declared at Senate hearings.

"It is clearly in the economic and social interest of the nation to put Americans who are able and willing to work into productive jobs which generate taxes, produce useful community services and community improvements, and stimulate the economy in communities with high unemployment," Federation Research Director Rudy Oswald told a Senate subcommittee.

Job creation is a moral, social, political, and economic imperative, Oswald stressed. Unemployment generates tremendous social losses, which include physical and mental illness, family disorganization, social alienation, and crime, he added.

Furthermore, the loss to the economy is staggering, Oswald observed. For every one million jobless workers, the country foregoes the production of nearly $100 billion in goods and services and the federal treasury loses $30 billion.

Oswald noted that a year ago the federation proposed $5 billion for public service jobs. But the deepening recession and mounting unemployment has created the need for $10 billion to fund the program.

Twelve million Americans—nearly one out of every nine workers—are now job-

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Management consultants

Stopping the modern union-buster

Union busting is a growth industry in the current political climate. It has attracted some 1,500 practitioners who prefer to be known as "management consultants." They are housed in law firms, corporations, management associations and businesses whose sole purpose is to prevent workers from exercising their right to union representation.

They're working behind the scenes in one of every two union organizing campaigns, protected by the Reagan Administration's refusal to enforce Landrum-Griffin Act rules requiring public exposure of their activities.

In the past decade, they've helped cause a nine-fold increase in unfair labor practice charges against employers for flouting the nation's labor laws that are supposed to "encourage" worker representation and collective bargaining.

In their wake, these management consultants have left labor-management relations in a shambles, requiring years of repair.

But they can be stopped. The biggest of them all, Modern Management, Inc.,

Last in a Series

for example, has been defeated in several instances by effective union action.

Unions have successfully forced exposure of consultants, and their activities, through state legislation. At the federal level, they are challenging—directly and through the courts—the Labor Dept.'s attempts to conceal management consultant practices.

As management consultants widen their attack on union organizing and bargaining, unions are gaining experience and scoring successes in countering those activities. Some examples:

- Modern Management (2M), brought in by Kenosha Memorial Hospital, Kenosha, Wis., to prevent District 1199 of the Retail, Wholesale & Dept. Store Union from organizing its employees, ended up leaving town empty-handed. District 1199's exposure of 2M's union-busting tactics helped focus resistance by the rank-and-file workers and the community.

Union revelations included the source of the hospital's income—50 percent from union-negotiated health and welfare plan revenues and 30 percent from taxpayers' Medicaid and Medicare payments, from which the hospital paid exorbitant consultant fees. When the union disclosed that the president of the hospital was a director

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The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

1/15/83

Management consultants

Stopping the modern union-buster

Continued from page 1

of Kenosha's largest bank and warned that unions might withdraw their funds, 2M disappeared from sight.

● Modern Management tasted an earlier defeat in attempting to block Auto Workers District 65 from organizing Boston University clerical employees. "We prepared our people for the barrage," says library clerk David Hofstetter who helped in the drive.

University employees making $4 to $5 an hour, looking at 2M's fee of a quarter of a million dollars, decided in favor of the union.

Make the first move

"As soon as you find out the union busters are on the scene," says Hofstetter, "go on the offensive. Don't wait for them to start scaring people."

● West Coast Industrial Relations Association (WCIRA), whose reputation rivals 2M's, was brought in by Humana Corp., Louisville, Ky., ostensibly to help in negotiations with the Operating Engineers. But the union discovered the true goal was decertification of the unit.

Following a series of unfair labor practices, IUOE Local 501 filed charges against both the company and WCIRA before the National Labor Relations Board. The violations were so flagrant that the board ordered WCIRA to refrain from interfering with workers' rights to self-organization—an order to be utilized by other unions encountering similar illegal actions by WCIRA.

● Craft, Barresi & Associates, hired to stop Local 40 of the Food & Commercial Workers from organizing employees at the Saginaw Medical Center, Saginaw, Mich., ran into a union committee fully briefed in advance on the firm's union-busting strategy. Forewarned meant being forearmed, and the union won.

The UFCW and the AFL-CIO researched company financial reports, previous Craft and Barresi campaigns, Labor Dept. reports and data on union strikes and other activities. The data covered union dues and salaries, strike records, UFCW's constitution and a breakdown on its membership, producing a lookalike to the upcoming consultant campaign. With everything previewed in advance, the employees were ready.

● Southeastern Employers Service Corp. (SESCO) led the decertification effort by East Tennessee Baptist Hospital, Knoxville, against Local 475 of the Office & Professional Employees. The union-busting firm opened with a letter-a-day scare campaign directed at the 230 nurses and technicians—the only union members among the 1,300 hospital employees.

SESCO's standard theme of union strikes, violence and dictatorship was countered by a 35-member organizing committee communicating with employees by telephone, house visits and handbilling. "We exposed SESCO and their terrorism openly," says an OPEIU organizer. "We 'immunized' employees in advance to SESCO tactics." The vote: 181 to 80 with three challenges, in favor of the union.

Collegiate collaboration

Management consultants lecture on union-busting tactics in high-priced seminars where they also advertise their services for employer campaigns. Frequently, the seminars are conducted under university sponsorship in an effort to cloak the subject matter with respectability.

Unions have discovered that exposing such seminars through worker demonstrations and picketing is often enough to cause their cancellation. Many would-be participants, it seems, are reluctant to be identified publicly with anti-worker, anti-union efforts.

Last spring, for example, the Nevada Chambers of Commerce cancelled a seminar on "Maintaining Non-Union Status and Going Non-Union" when the state AFL-CIO staged a 5,000-member protest outside the meeting hall. Union-busting Kirschman, Rich & Cohen had no one to instruct.

Seminar stopped

A month later in San Diego, Legal Financial Services cancelled a planned open-shop seminar rather than face a similar demonstration planned by area unions. The firm simply packed its bags for its home base in Massachusetts.

Demonstrations at other seminar sites—San Francisco, Seattle and Miami, among them—have brought sharp cutbacks in attendance or outright cancellation.

The penchant of management consultants for hiding their activities from public view can be successfully countered through legislation. The federal Landrum-Griffin Act requires consultants to file reports on "direct and indirect" persuader activities they engage in. But the Labor Dept. under the Reagan Administration has stymied proper enforcement of this section of the law.

At the state level, unions are working aggressively to expose consultant activity. The New York State legislature has conducted hearings on use of state funds to hire union-busters in health care institutions. The California legislature is dealing with the issue of consultant reports to the state labor board.

In Maine, the legislature has enacted a comprehensive law licensing activities of private security guards that includes prohibitions against interfering with workers involved in organizing, picketing, and collective bargaining. The Wisconsin legislature passed a law barring state funds to underwrite union-busting by health care institutions.

Management consultants can best be countered by aggressively exposing their activities.

In the previous Administration, a barrage of union complaints led the Labor Dept. to expand its investigations of management consultants who failed to file reports. The Reagan Administration is not likely to respond in similar fashion, but complaints will demonstrate a clear pattern of non-enforcement of the law in the event of subsequent litigation.

Well-known tactics

The union-busting tactics of management consultants contain few surprises despite their reluctance to comply with the reporting provisions of the law. This enables union organizers to advise employees of what's likely to transpire in the campaign.

Unions should "anticipate and defuse the issues brought up by supervisors," the AFL-CIO Dept. of Organization & Field Services advises. "It becomes almost a joke after the organizer calls out what's coming."

The department has produced a 15-minute film, "So Can You," which details the experiences of workers and their unions in countering past anti-union campaigns of various management consultants.

The upshot is that union-busters, like vampires, can't stand the light of public exposure.

Visitor from Bonn

West German political leader Hans-Jochen Vogel and AFL-CIO President Lane Kirkland discuss economic and political developments in West Germany during a visit to the federation's headquarters. Vogel recently succeeded Helmut Schmidt as head of the Social Democratic Party in West Germany. He and Kirkland also explored labor matters in their respective countries and international cooperation among free trade unions.

Airline unions reach terms with Pan American, TWA

Three AFL-CIO affiliates reached agreement with Pan American World Airways on new two-year contracts extending wage concessions they had agreed to earlier.

The unions agreeing "in principle" with the airline are the Transport Workers, representing 6,700 mechanics, Air Line Pilots and Flight Engineers.

The Pan Am accord, which also included the unaffiliated Teamsters and the unaffiliated Flight Attendants, came on the heels of another airline settlement involving some 10,000 mechanics and related employees represented by the Machinists. IAM negotiators agreed on a new pact with Trans World Airlines just minutes after a Dec. 22 strike deadline.

The Air Line Pilots have ratified the Pan Am pact. The Flight Engineers were still voting on it, and the other three unions planned to submit the agreement to members this month for ratification action.

Terms of the new contracts were not disclosed. Cost-saving agreements have been sought by the money-losing airline as part of its overall financial recovery plan.

Paul Chorbajian, chairman of the five-union joint council and president of the Flight Engineers Pan Am chapter, said that acceptance of the new agreement reaffirmed labor's commitment to support the company.

No details of the TWA agreement were released, but chief IAM bargainer William L. Scheri called the settlement "fair and equitable." The union recommended ratification of the TWA pact in a vote.

Pay and work rules were the major disputed issues in the TWA negotiations. Chairman Robert J. Brown and mediator Robert O. Harris of the National Mediation Board assisted in the talks.

Guild's Broun award cites series on abused children

A series of articles documenting how today's abused children will likely become tomorrow's criminals earned the Newspaper Guild's 1982 Heywood Broun Memorial Award for Stephen R. Morin.

Morin researched and wrote the series, "The Children of Crime," for the Providence (R.I.) Journal-Bulletin where he was a member of the Guild Local 41. He moved to a reporting job with the Wall Street Journal in mid-1982.

The award—$1,000 for Morin and a citation for the Journal-Bulletin—was presented at a luncheon at the National Press Club the opening day of the winter meeting of the Guild's executive board.

Morin's series was selected from 91 entries in the annual competition, established 42 years ago in memory of the Guild's founding president, Heywood Broun.

Contest judges said the prize-winning series was far more than an examination of police and court records.

"It pushes beyond, by digging deeply into case histories, and with sensitive writing it brings those victims alive for the reader," the judges observed. "This is the great strength of this project."

First-class complement

The judges also praised the photography of Anestis Diakopoulos, whose pictures accompanied the articles. Diakopoulos and John Mulligan, the paper's Washington bureau chief, accepted the award for Morin who was away on an assignment.

The judges also cited three other entries:

● Runner-up: Michael Kranish's "beautifully written series in the Miami Herald—beautifully illustrated by Bill Frakes"—describing the dying dreams of pensioners who had sought sunny refuge in Miami's South Beach area.

Honorable mention awards went to:

● Joel Brinkley for an expose of the Kentucky medical licensing board's failure to crack down on dangerous doctors, published in the Louisville Courier-Journal.

● John Hurst and Ron Taylor for a series in the Los Angeles Times exposing profiteering by operators of children's group foster homes in California.

Award-worthy

The judges agreed the "bright reputation of the Heywood Broun Award would have been upheld proudly by . . . any of the more than two dozen entries that survived the judges' first cut."

Judges for the 1982 contest were Ernest B. Furgurson, Washington bureau chief for the Baltimore Sun; Jim Lehrer, Washington anchor and associate editor of public television's MacNeil/Lehrer Report; Morton Mintz, reporter for the Washington Post. Contest chairman was William J. Farson, retired executive vice president of the Newspaper Guild.

Labor-employer panels eligible for FMCS funds

The Federal Mediation & Conciliation Service will make $500,000 in grant funds available in 1983 for the creation or expansion of labor-management committees, FMCS Director Kay McMurray announced.

The grants will be provided to labor-management committees to meet the needs of either the entire community, certain industries on a national or local level, or state and local governments.

Eligibility is open to state and local governments, private non-profit labor-management committees, and other groups who can document efforts to improve labor relations, the FMCS said.

FMCS has awarded more than $1.5 million in grants in the past two fiscal years.

Additional information is available from Peter Regner, director of Labor-Management Grant Programs at the Federal Mediation & Conciliation Service, 2100 K St., N.W., Washington, D.C. 20427.

Fair representation case

Court holds union liable for lost wages

The Supreme Court ruled that a union, not just an employer, can be held responsible for lost wages if it fails to properly represent a fired worker.

In a 5-4 decision that overturned a ruling by the 4th U.S. Circuit Court of Appeals in Richmond, Va., the high court reinstated a trial court's determination that the Postal Workers Union is liable for $30,000 in lost wages to Charles Bowen, a Lynchburg, Va., postal worker who was fired in February 1976 following a scuffle with a fellow employee.

Bowen had filed a grievance with his local union over his discharge by the Postal Service. The local president investigated the matter and determined that Bowen had been the target of harassment and ridicule by both coworkers and his supervisors.

At each stage of the grievance process, union representatives recommended that the grievance be pursued, and the investigation file was transferred to APWU national headquarters where decisions to proceed to arbitration are made. Faced with a backlog of arbitration requests in which the contractual time limit for requesting arbitration had expired, the national union abandoned Bowen's grievance short of arbitration.

Awarded damages

Bowen filed suit charging that the Postal Service had fired him without just cause and that the union had breached its duty of fair representation. The court entered a verdict against both defendants and awarded Bowen nearly $53,000 in lost earnings. The employer was ordered to pay $22,954 in compensatory damages, the union $30,000.

On appeal, the 4th Circuit modified the judgment so that no portion of the lost earnings could be charged to the union.

Writing for the majority, Justice Lewis F. Powell, Jr., said that when a union assumes responsibility for handling employee grievances, it also "assumes a corresponding duty to discharge that responsibility faithfully." The majority reasoned that the union must share in the liability because its breach caused the grievance procedure to malfunction, thereby increasing the damages suffered by the employee.

APWU President Moe Biller termed the decision "shocking" and predicted that "it will create a workload problem for the arbitration system."

Joining Powell in the ruling were Chief Justice Warren E. Burger and Justices William J. Brennan Jr., John P. Stevens, and Sandra D. O'Connor. The dissent, written by Justice Byron White, was joined by Justices Thurgood Marshall, Harry A. Blackmun and William H. Rehnquist.

Dissenting opinion

The dissenters asserted that the employer should be primarily liable for all back pay. Justice White warned that under the court's ruling the bulk of the back pay liability will be borne by the union, not the employer, even though the employer could have kept the back pay from adding up at any moment by reinstating the discharged employee. He noted that although the Postal Service wrongfully discharged Bowen, it was held liable for less than $23,000 in back wages compared to the union's $30,000 liability.

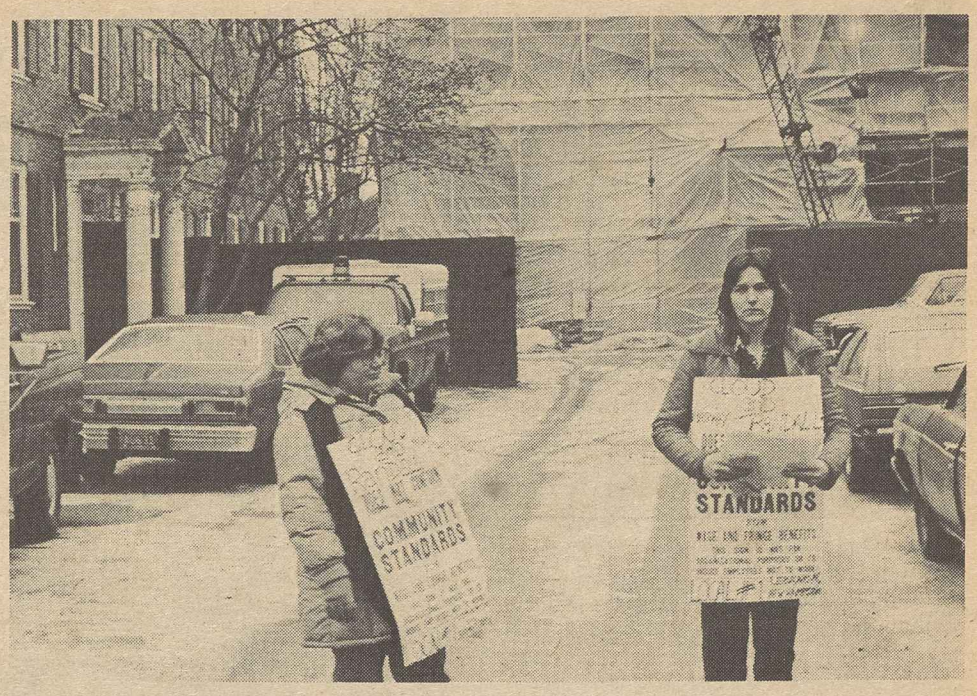
White suggested, as did Biller, that the practical effect of the ruling is that unions will seek arbitration of many unmeritorious grievances rather than risk exposure to the greater liability mandated by the court's finding.

In another decision, the Supreme Court ruled 8 to 1 that a construction worker injured on a Hudson River barge while working on a New York City sewer project was eligible for compensation under the federal compensation law for maritime workers.

Overturns finding

The decision reversed a ruling by the 2nd U.S. Circuit Appeals Court in New York, which had held that the worker was not eligible for the special federal compensation because his job lacked a "significant relationship to navigation or to commerce on navigable waters."

In writing the court's opinion, Justice O'Connor said the worker qualified because he was "engaged in maritime employment" within the requirements of the Longshoremen's & Harbor Workers' Compensation Act.



Dartmouth stonewall

Bricklayers Joanne Troy and Patricia Eaton, right, maintain an informational picket line at Dartmouth College protesting that fellow union members, women and minorities are not being hired for the construction of the Nelson A. Rockefeller Center for Social Sciences in Hanover, N.H. The college is required by federal law to meet certain hiring goals for women and minorities, the BAC said. The union members charged that the use of non-union workers on the project defiles the late New York governor's record as a union supporter and they are using radio and newspaper advertising and a letter-writing campaign as part of their informational program.

Maurice A. Hutcheson dies, former head of Carpenters

Lakeland, Fla.—Maurice A. Hutcheson, president of the Carpenters from 1952 to 1972 and a former AFL-CIO vice president, died on Jan. 9 at a Lakeland hospital following a heart attack. He was 85.

Hutcheson also served as a vice president of the federation's Building & Construction Trades Dept. and played an active role in merger of the AFL and CIO in 1955. For many years, he was chairman of the federation's standing committee on social security.

In a message to the Carpenters, AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue cited Hutcheson's dedicated service to the trade union movement.

"We share with the Carpenters a sense of loss in the death of Maurice Hutcheson," Kirkland and Donahue said. "On behalf of the Executive Council and the entire AFL-CIO, we express our sympathy."

Their message to Carpenters President Patrick C. Campbell noted Hutcheson's 50 years of service to the labor movement and his demonstrated "commitment, concern and selflessness."

Dedicated service

"Hutcheson's many achievements and contributions to the Carpenters, the BCTD and the federation will be long remembered. His role in the merger convention and his participation on the AFL-CIO Executive Council are but two examples of his great dedication to the principles of trade unionism. He was a model of strength and resolve to friends and colleague alike," Kirkland and Donahue said.

Hutcheson began his career as an apprentice in 1914 with Carpenters Local 75 in Indianapolis. After serving in the Navy in World War I, Hutcheson worked as a construction carpenter, dock builder and ship builder until his appointment as an international representative in 1928. Ten years later, he was elected first vice president of the international, and succeeded his father, William L. Hutcheson, as president in 1952.

As leader of the 800,000-member union, Hutcheson was involved in pioneering multi-union agreements in factory-built housing and in programs to recruit, train and place minority youths in union jobs.

Hutcheson's wife Ethel died in 1977. There are no immediate survivors. Funeral services were held in Lakeland Jan. 12.

MAURICE A. HUTCHESON

Mixed signals cloud economic outlook

While a government measure of future economic trends indicated the nation's economy may be teetering on the edge of recovery, other signs pointed in an opposite direction.

The Commerce Dept.'s index of leading indicators, which was designed to forecast recessions and recoveries, rose eight-tenths of 1 percent in November, the seventh increase in the measure in the past eight months. Two other Commerce Dept. reports reinforced the belief that some relief from the longest and deepest recession since World War II can be expected in coming months. Factory orders rose seven-tenths of 1 percent and construction spending rose 3.5 percent in November.

But at the same time, more layoffs were announced, retail sales were less than robust, and consumer confidence remained deflated.

The business-oriented Conference Board said its survey of consumer confidence in December registered 54.4, virtually unchanged from November's 54.8 reading.

"The consumer's ambivalent mood seems fully consistent with the alternating current of good news-bad news emanating from Washington," said Fabian Linden, executive director of the board's consumer research center. "The failure of consumer confidence to improve after the upswing in November is disappointing, but there is at least small comfort in the fact that it has not deteriorated."

Outlook unchanged

Consumer expectations for the next six months remained roughly unchanged. About 6 percent expect improved business conditions six months from now, about the same as in November. About 21 percent anticipate more jobs, also virtually the same as in the previous month.

Meanwhile, retailers' hopes for a swell in consumer spending early in 1983 receded further as weak December sales figures confirmed reports that Christmas was mediocre for the nation's largest merchants. Sears, Roebuck & Co., the largest U.S. retailer, reported a 2.9-percent sales increase for the five weeks ended Jan. 1. K Mart Corp., the No. 2 retailer nationwide, finished December only eight-tenths of 1 percent ahead of a year ago, and J.C. Penney Co. had a 2.4-percent gain in December and an increase of just 1 percent for the 48-week period ended Jan. 1.

The bad news was followed by reports that Volkswagen of America Inc. planned to lay off 1,500 hourly and salaried employees at its Pennsylvania car assembly plant and at its Troy, Mich., headquarters. When the plant reopens in two weeks, the firm said, production will resume at a 28-percent lower rate.

Other major concerns to announce layoffs were International Harvester Co., Amax Inc., Public Service Co. of Indiana, and Allegheny International Inc. Earlier, Bethlehem Steel announced plans to shut down mills in New York State and Pennsylvania that would wipe out 10,000 jobs.

As the layoffs mounted, the number of new claims for unemployment insurance benefits rose. During the week ended Jan. 1, initial claims for benefits totaled 550,000, an increase of 35,000 over the previous week's level, the Labor Dept. said.

During the week ended Dec. 25, the Labor Dept. said, there were 4,338,000 persons drawing unemployment compensation benefits under various state programs. This was an increase of 13,000 from the previous week.

There were 340,500 workers claiming extended benefits available in 12 states. The week before, there were 358,200 such claimants.

Some positive signs

In its report on the rise in its index of leading indicators, the Commerce Dept. said that seven of the indicators contributed to the measure's rise while three moved unfavorably. The positive indicators were the average workweek, initial claims for state unemployment insurance, new orders for consumer goods and materials, building permits, producer prices, stock prices, and money supply.

The three declining indicators were the number of companies receiving slower deliveries from vendors, contracts and orders for equipment, and total liquid assets.

Tom Miller plans to retire as NLRB information chief

Thomas W. Miller, Jr., director of information for the National Labor Relations Board since 1960, announced he will retire at the end of January.

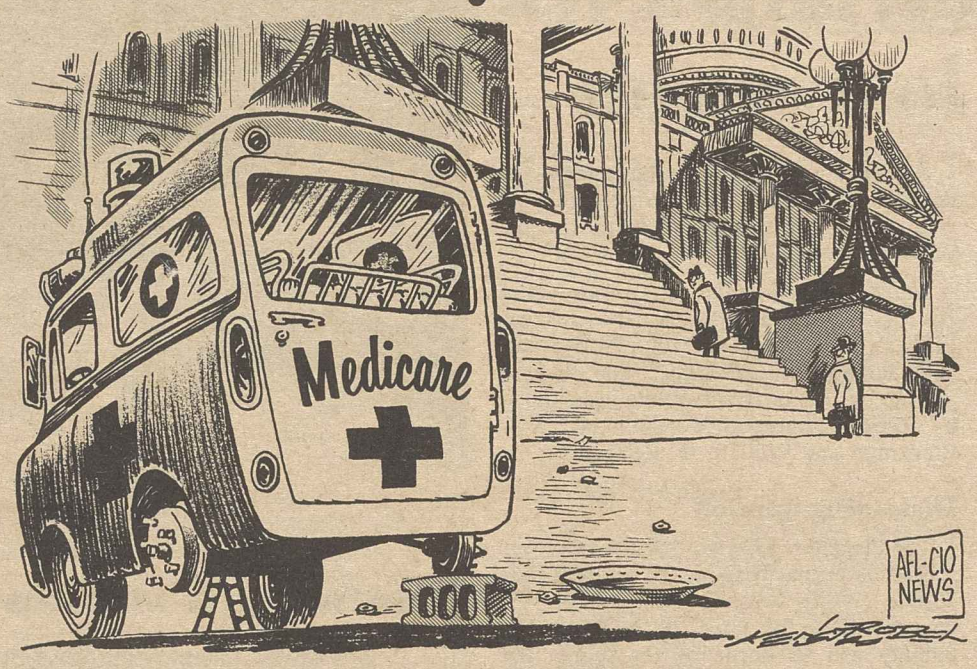
Miller, 65, came to Washington in 1956 from Topeka, Kan., where he headed the news bureau for United Press. He is only the third information director in the NLRB's 48-year history.

Providers hold key to Medicare costs

Providers—not patients—are responsible for health care costs, so the Reagan Administration's contention that Medicare costs can be controlled by slashing benefits should be viewed with skepticism, the AFL-CIO told the Advisory Council on Social Security.

AFL-CIO Assistant Social Security Director Karen Ignagni testified at a hearing of the council that no health care cost reform is possible "until the real decision-makers, those who provide and sell health services, have strong incentives to help bring health care inflation under control."

An Advisory Council on Social Security is appointed every four years to report on the status of the system to the President and Congress. This council, which will deliver its report in July, was directed by Health & Human Services Sec. Richard S. Schweiker to examine only the Medicare program to avoid duplicating the work of the National Commission on Social Security Reform.



Ripped Off

Inflation concern

The Social Security Administration, which handles the Medicare program, has estimated that Medicare costs are increasing about 19 percent annually and at that rate could bankrupt the program by the end of the decade.

Ignagni charged that under Medicare today "the sicker you are, the more you pay." The program requires sizable cost-sharing by the patient, yet doesn't provide protection from catastrophic illness or pay for some services commonly needed by the elderly such as dental and foot care, eyeglasses, long-term care or prescription drugs.

These costs mean that in spite of Medicare many elderly people "are forced to go without essential health care services because they cannot afford the high cost of treatment," Ignagni said in her testimony.

She charged that cuts in the program recently enacted by Congress at the urging of the Reagan Administration have made the situation worse, and she was critical of even deeper cuts now proposed by the Administration, including a "voucher" system to permit the elderly to shop around for lower grade, less extensive health care coverage that could mean earlier death or unnecessary suffering for some older and disabled people.

Ignagni told the council the government's own figures show that two-thirds of the rise in Medicare expenditures since the program was enacted is due to inflation, and its "runaway costs" are a result of Congress' "unwillingness to make Medicare anything more than an open-ended program that has encouraged hospital expansion and excessive utilization of services."

No relief seen

"Until serious efforts are made to change the way providers are reimbursed," Ignagni said, "there is no relief in sight for the federal government or for the financially over-burdened beneficiary."

She urged the council to "play an active role in redesigning the Medicare reimbursement system" by proposing a comprehensive program that will reduce overall health care costs without hurting Medicare beneficiaries by further slashes in protections.

Jacob Clayman, chairman of the Leadership Council of Aging Organizations, told the council the average Medicare beneficiary now spends 20 percent of his or her generally limited income on health care, or about as much as pre-Medicare levels.

Clayman, who is also president of the National Council of Senior Citizens, stressed that in spite of escalating costs, Medicare covers only about 44 percent of the elderly's health expenses.

Incentives urged

Congress should enact "system-wide incentives which encourage cost savings and reduce the nation's total health bill" rather than shift more of the burden to Medicare recipients through bigger cuts in the program, Clayman said.

Mel Glasser, director of the labor-supported Health Security Action Council, testified that measures advocated by the Administration will only hurt the elderly and shift costs to the states and the private sector without harnessing costs.

He said the Administration plan would "punish the patient and pass the buck."

Glasser suggested constructive solutions should include both the public and the private sector and that all elements of the health care system—hospitals, providers, nursing homes, laboratory and x-ray services, health maintenance organizations, medical technology specialists and those providing long-term care—should be part of cost containment strategies.

Glasser called for a state-by-state program, with cost ceilings, to require health care institutions to set up prospective budgets for their Medicare costs. He recommended that states also establish negotiated rates for reimbursing doctors and other professional providers.

AFL-CIO Vice President Kenneth T. Blaylock salutes public employees.

Public employees counter critics on Appreciation Day

Government employees have "very little to celebrate," President Kenneth T. Blaylock of the AFL-CIO Public Employee Dept. told 500 workers gathered at a noontime rally to celebrate Public Employees Appreciation Day.

"Today, public workers are maligned and alienated," Blaylock said. "Their careers, system of pay, retirement and other working conditions are attacked and being slowly destroyed. They find themselves being blamed for everything that's wrong with government."

The Jan. 10 rally, sponsored by the Public Employees Roundtable, a coalition of 26 public employee advocates, featured speakers from unions, business and government.

Congress and President Reagan have proclaimed Jan. 17 as Public Employees Appreciation Day to salute the 16 million federal, state and local public employees. That date is the 100th anniversary of the U.S. civil service system.

Arthur Flemming, former chairman of the U.S. Commission on Civil Rights and now president of the National Council on Aging, told the public employees to start demanding more respect and protection from elected officials, and pressure the two national parties to adopt platform planks that acknowledge the importance of public workers' contributions.

Rep. William D. Ford (D-Mich.), chairman of the House Post Office & Civil Service Committee, said the occasion should be "joyous," but "sadly, it is marred by a reckless assault on the federal workforce under the bogus banner of economic restraint. The demagaguery and duplicity of the White House is disgraceful when it comes to federal employees and the work they do."

Former Iranian hostage L. Bruce Laingen described the nation's public employees as "unsung heroes."

He noted confidence in public employees had declined because some "would use us as a favorite whipping boy and urged the employees assert more "moral and personal discipline to make the bureaucracy "worthy of what this great democracy expects of us."

Wider union role stressed in pension fund investments

Birmingham, England—American trade unions are seeking a greater role in decisions on the investment of their collectively bargained pension funds, AFL-CIO Associate Social Security Director Larry Smedley told local government leaders here.

Smedley noted that in the United States, worker pension funds constitute the largest single source of private capital. Yet while these funds represent the deferred wages of workers and therefore belong to them, "workers do not exercise control over that which they own," Smedley observed.

He spoke at a conference on pension funds and investment held by the West Midlands County Council to explore methods for investing local public workers' pension funds to their best advantage.

In discussing American developments in this area, Smedley cited evidence that union pension funds had been invested by plan managers in predominantly non-union companies or even in firms with records of frequent labor law violations. This, he noted, led the AFL-CIO Executive Council to study the pension fund issue and develop recommendations to help unions achieve greater participation.

Economic goals

The objectives of the program, he explained, are to increase employment through reindustrialization of the American economy, to advance social goals, to help workers exercise more shareholder rights, and to exclude from union pension investment portfolios companies hostile to workers' rights.

The AFL-CIO and its affiliates are establishing procedures, such as information programs and special training procedures, to implement these goals, Smedley noted.

He pointed out that assertion of more worker control over pension funds is complicated by the existence of different types of pension plans, among them multi-employer, single employer and public workers retirement funds.

Private plans, covered by the labor-supported Employee Retirement Income Security Act (ERISA), must measure up to strict investment standards that could pose legal problems for unions pressing for investments to achieve broader economic and social goals, Smedley pointed out. He stressed that the American labor movement has managed to comply with the law and demonstrate that prudent, alternative choices are available "within the area of equally acceptable investment risks" that still meet labor's policy objectives.

Smedley told the conference that determining which companies should be excluded from a plan's portfolio is complex and difficult because it is hard to establish criteria for "satisfactory" or "unsatisfactory" companies.

Computer project

He reported that the AFL-CIO is establishing a computer tracking project to analyze the stockholdings of the 100 largest union-influenced pension funds in the United States.

The computer records will enable a union interested in a particular company to receive information on "which of the largest pension funds are most likely to hold stock in a target corporation."

Smedley said this program, as well as the AFL-CIO's other pension-related projects, could be important to unions in other countries because of the growth in investments in the United States by foreign investors, including a number of union pension funds.

Canadian unemployment climbs to 12.8 percent

Ottawa—Canada's unemployment rate rose to 12.8 percent in December, the highest since the 1930s. Statistics Canada, a government reporting agency, said nearly 1.5-million workers are looking for jobs.

The mounting unemployment compared with 12.7 percent in November and 8.6 percent a year earlier, the result of an economic recession that began in the summer of 1981.

Congress urged to act

Jobs program pushed as basis for recovery

Continued from Page 1

less and seeking work, according to the Bureau of Labor Statistics. The number is even higher if those who have simply given up the search for a job are counted. Millions more are working only part-time because full-time work is not available.

"The economic outlook is that unemployment will still be as severe a year from now as it is today," Oswald said. "Job opportunities must be made available to unemployed men and women who cannot find jobs in the private sector. This means there must be direct, targeted and adequately funded large-scale public employment programs."

Oswald said the AFL-CIO is urging Congress to enact three major jobs programs: community development supplemental jobs, accelerated public works, and low- and moderate-income housing construction and rehabilitation. These programs would be designed to meet public needs and to provide simultaneously job opportunities for large numbers of today's jobless, he said.

Traditional jobs

Community development supplemental jobs should be a new program that puts people to work in traditional local governmental jobs financed by federal funds, Oswald said. The jobs would be one-year temporary jobs in services traditionally performed by local government but not being performed because of recession-induced budget constraints.

"In every community, there is work to be done that is vital to that community's economic health and public well-being, but which has been neglected," he said. Examples of needed community repair and service activities include security guards for schools and housing projects, increased staff support for adult and juvenile correctional facilities, park and streams cleanup, weatherization of public buildings and low-income homes, patching potholes and other minor road repair.

Accelerated public works could be another effective jobs program, just as it was in previous recessions and the Great Depression, Oswald said.

"America's infrastructure is rapidly deteriorating and seriously holding back economic progress," he said. "Public investments have fallen far behind in providing basic support facilities critical to private-sector jobs, investment and productivity, like roads, bridges, water and sewer systems, transportation and port facilities."

Expanded program needed

The new highway program is just a beginning in addressing the problems of the infrastructure, he said. A new accelerated public works program should be quickly enacted by Congress, he added.

Housing is essential to the anti-recession job-creation effort, Oswald emphasized. Congress needs to expand existing housing programs and enact new programs to both meet the nation's housing needs of low- and moderate-income families and provide jobs for the unemployed.

Oswald stressed that these job-creation programs are only part of the federation's overall program to pull the economy out of the current recession. The program includes an effective monetary policy and an effective trade policy, both of which can make significant contributions to job creation and economic recovery without additional expenditure of public funds, he said.

Oswald was accompanied by Associate Legislative Director Robert McGlotten and economist Markley Roberts.

Research Director Rudy Oswald spells out AFL-CIO job creation proposal. Associate Legislative Director Robert McGlotten is at right.

IUD coordinated bargaining produces multi-union pacts

A new agreement between three unions and Rockwell International calls for wage increases in the form of a novel combination of cash bonuses and cost of living adjustments.

Using the AFL-CIO Industrial Union Dept.'s coordinated bargaining program, the International Brotherhood of Electrical Workers, the Machinists and the Electrical, Radio & Machine Workers negotiated the new pact for 8,000 workers at six of the company's facilities in Texas, California, Iowa and Toronto.

The unions proposed the bonus system as a counter to the company's claims that it needed wage concessions because it has lost money the last two years.

The 39-month contracts run from Dec. 1, 1982, to Feb. 28, 1986, and were agreed to more than three months earlier than the original expiration dates of Mar. 1, 1983.

Under the new terms, workers each got $500 cash on Dec. 1 and will get another $500 on Dec. 1, 1983, and $250 on Dec. 1, 1984.

The unions agreed to forgo cost of living adjustments until Feb. 1, 1984. But after that, COL adjustments will resume at the rate of one cent for each increase of three-tenths of 1 percent in the consumer price index.

Added benefits

Other contract improvements include an increased second shift premium, improved medical coverage, life insurance for dependents, and full prescription drug coverage.

In another settlement gained through coordinated bargaining, five unions reached agreement on new contracts for 4,900 workers at 13 plants of the American Home Products Corp.

The workers are represented by the Food & Commercial Workers, the Chemical Workers, the Steelworkers, the Oil, Chemical & Atomic Workers and the Retail, Wholesale & Dept. Store Union.

The three-year pacts provide for wage boosts of 7 percent in the first and second years and 5 percent in the third year.

Benefits for retirees were also improved. Workers who retire at age 62 will now receive 91 percent of accrued benefits, up from 85 percent, and workers who retired before 1980 will get a 3-percent increase in benefits for each year of service.

Future retirees' benefits will go up from $15 a month per year of service to $16.50 this year, $17.50 next January and $18.50 in January 1985.

Withdrawal loophole seen undermining social security

A loophole that allowed Los Angeles County to pull its 55,000 employees out of the social security system threatens many workers' retirement hopes and could permanently damage the nation's pension and retirement program, Service Employees President John J. Sweeney charged.

He urged the National Commission on Social Security Reform to call for elimination of the catch in the law that now lets government and non-profit employers withdraw from participation in the program by notifying the Internal Revenue Service and then sitting out a two-year waiting period.

In a letter to Commission Chairman Alan Greenspan, Sweeney pointed out that the present federal law doesn't require these employers to consult with workers or even to notify them of the filing.

Los Angeles County's action, he asserted, is a "textbook study of how employers are able to abuse the current law and the right of workers to a secure retirement."

Record pull-out

The county's withdrawal, which took effect last Dec. 31, is the largest pull-out in the social security system's history.

Sweeney called the move, pressed by the county board of supervisors, a "dramatic demonstration of the seriousness of the withdrawal movement by government and non-profit employers at a time when the system sorely needs their participation and when workers so badly need the security and hope offered by social security."

He urged the commission "at the very least" to recommend that federal law assure workers the right to vote on withdrawal.

The law should also be changed to permit government employers that have left the system to re-enter it, which they can't do now, Sweeney said. He called for mandatory participation in the system by all non-profit employers.

Solutions due soon

The national commission was established by President Reagan in 1981 to study the problems of the social security system and recommend solutions. Its report is due in mid-January.

Sweeney's letter noted that by the end of last September, 487 government employers and 955 non-profit employers were in some stage of the two-year withdrawal process.

If they all drop out, he said, the social security system could be losing as much as $1 billion a year by 1985.

More important, hundreds of thousands of workers, many in low-paying jobs, "could lose their social security benefits without so much as a consultation on the matter," Sweeney warned.

He was sharply critical of the Los Angeles County Board of Supervisors who refused throughout the two-year waiting period, that included months of "intense collective bargaining and litigation," to do an actuarial study on the effects of the withdrawal, to let employees vote on it or to provide "an adequate replacement plan."

He called the county's action "particularly callous and precipitous" in light of the commission's pending report to the President and Congress on the entire issue of social security.

"An unfortunate majority of three" on the county board also blocked "an easily obtainable" one-year extension of the waiting period even though a new California law requiring an employee vote on withdrawal was about to take effect in January 1983, Sweeney said.

Action on two fronts

The Service Employees stepped up efforts last fall to use collective bargaining and court action to stop employers from pulling out of social security.

The union won what it called a "partial victory" last November when a federal judge ruled that if the SEIU submitted a list of employers it has agreements with to the IRS, the agency must reveal which have filed notices of intent to drop out of social security. The union had asked for release of the names of all employers that have filed.

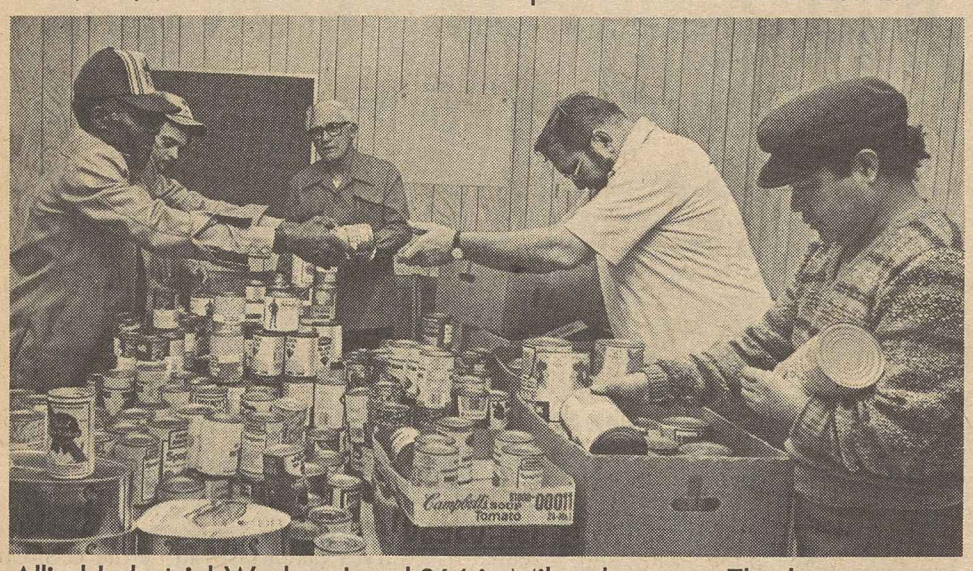
Sweeney stressed that the union is actively concerned about the rights of non-union workers in this issue too, since many "stand to lose even more" than most organized workers if the protections of social security are taken away from them.

First-class cake

The Bakery, Confectionery & Tobacco Workers' entry in the Rose Bowl parade on New Year's Day was a repeat first-prize winner in its class. The three-tier wedding cake float, co-sponsored by the international and its Southern California Joint Board, was decorated with white chrysanthemums, carnations, gladiola petals and pink roses.

Food banks help the jobless cope

Applicants sign up at Steelworkers Local 1219 food bank in Braddock, Pa., which feeds 700 families of jobless workers each month.



Allied Industrial Workers Local 364 in Milwaukee gave Thanksgiving dinner groceries to families of laid-off members.

By Susan Dunlop

Many of the nation's millions of unemployed workers are running out of jobless benefits—and out of resources—as the Reagan recession persists. But unions and their members are pitching in to see that laidoff fellow workers—and other needy people in their communities—still have food on their tables.

Food banks and food distribution programs are being organized nationwide with support from national and international unions, local unions, AFL-CIO state and local central labor councils and their community service committees, and other labor groups. Many are working with social service agencies and concerned employers.

The food programs include emergency aid to hard-hit areas, full-time food banks and special holiday food drives that some unions are now expanding to meet a continuing and rising demand.

On the receiving end

Union members have a tradition of strong support for such aid to the needy, but AFL-CIO Community Services Director Walter Davis pointed out that the crippled economy has put many workers "on the receiving end rather than the giving end for the first time in their lives."

Some examples of how organized labor is responding to the crisis:

- The Kalamazoo (Mich.) AFL-CIO began a food bank last March for jobless union members and their families. Local unions contribute food goods or cash, and the operation get $1,000 a month from a local charity. Food is purchased from discount brokers.
- The Chicago AFL-CIO is actively involved in the All-Chicago Food Drive that's also supported by the city's churches and social service organizations. Union members are bringing food and cash donations to collection points in local union halls.
- The Auto Workers have been joined by General Motors in a company-wide, eight-week effort to gather and distribute food for unemployed workers and other needy people at 73 GM locations around the country. The company will match cash contributions dollar for dollar and give 50 cents for each can of food donated by the UAW members and other GM employees.

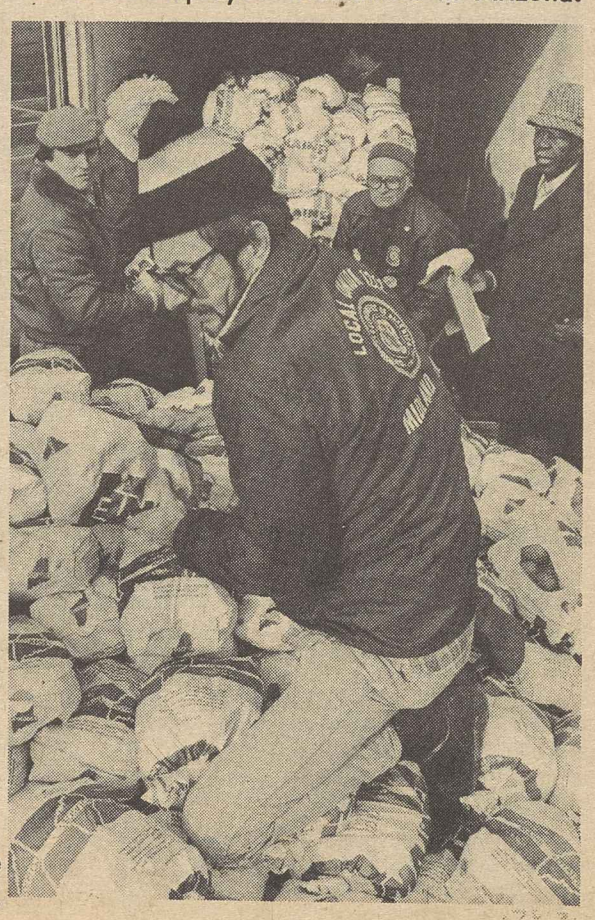
Machinists aid Miners

- An appeal by the Machinists to help jobless workers in Arizona, victims of a depression in the copper mining industry, raised more than $22,000 in two weeks among IAM affiliates in the Southwest. Over 50,000 pounds of food was purchased and distributed with the help of Safeway Stores to four communities. Trucks bringing in the food bore banners that head "The Machinists Union Will Not Permit Reaganomics to Starve Out Our Union Miners—Emergency Food Supplies."
- Steelworkers' local unions are operating food banks at 45 sites in Western Pennsylvania alone. Last month, 90,000 pounds of potatoes and 40,000 pounds of onions donated by growers' associations in Maine and Florida were shared by the banks. The growers said they came forward out of concern for the plight of unemployed Americans in a recession that is hurting both industrial workers and the nation's farmers.
- Thanksgiving packages for the families of 44 laid-off workers were prepared by members of Allied Industrial Workers Local 364 in Milwaukee. Food and cash donations enabled the union to give two bags of groceries and a ham to each family.

Hard times for jobless Auto Workers are eased by food and moral support provided by working union members in New England store-front aid center.

Truckload of food arrives for unemployed Machinists in Arizona.

Mill closing in Ambridge, Pa., idled all Steelworkers Local 1360's members and swelled food bank lines.



90,000 pounds of donated Maine potatoes are unloaded in Pittsburgh for USWA food banks.

EDITORIALS

Balloon Busting

THE REAGAN Administration seems to be striving for a new world's record in trial ballooning as it shapes its budget proposals for the next fiscal year.

The President publicly expresses dismay and irritation over "leaks" to the press on the budget deliberations, but almost every noon balloon that lifts off from the White House bears another outrageous plan to shift the burden for the Administration's errors in economic policy onto the backs of those least able to bear it.

Once again, for example, White House officials are floating proposals for tax increases that would bypass the richest beneficiaries of Reagan's policies while tightening the screws on the unemployed and retired, low-income and middle-income wage earners and small businesses.

With unemployment setting new post-Depression records, these proposals are nothing short of immoral. And they can only add to the image of unfairness and heartlessness that reportedly troubles the President.

IF THE Administration truly wants to attack the horrendous federal deficits its policies are causing, it should support the AFL-CIO's call for a $700 ceiling on the third installment in the Reagan income tax cut scheduled for next July. That would provide the full percentage cut for most families with earnings of less than $42,000 a year.

Combining that ceiling with repeal of the ill-conceived tax indexing plan would raise about $5 billion in fiscal 1984 and $25 billion in 1985.

Any scheme to reduce the budget deficits projected for the next few years must be based on equity and not simply on "revenue enhancement" goals.

Furthermore, the Treasury's revenues would be enhanced, indeed, if the Administration would give top priority to closing the many tax loopholes that have encouraged the loss of American jobs and production to other countries and have contributed mightily to the disastrous decline in the nation's position in the world trade markets.

Trial ballooning is a popular sport in Washington every January. Usually, it's harmless enough, but this year there are perils for those who fail to recognize that the prevailing political winds underwent a sharp shift in direction last November.

No Drastic Moves

THE INTERESTING thing about the (Social Security Advisory) Commission is that despite all the horror stories and the quick cures and radical changes that are bruited about in public, none of that is on the minds of anyone there.

First, the problem is manageable with relatively modest steps. Secondly, there is no one on the commission from right to left who suggests such things as converting to a voluntary system or an optional system or any other really drastic changes.

Given the spectrum of people on that commission, their posture represents probably the ultimate acceptance of the permanence of a system of old-age insurance in our society. . . .

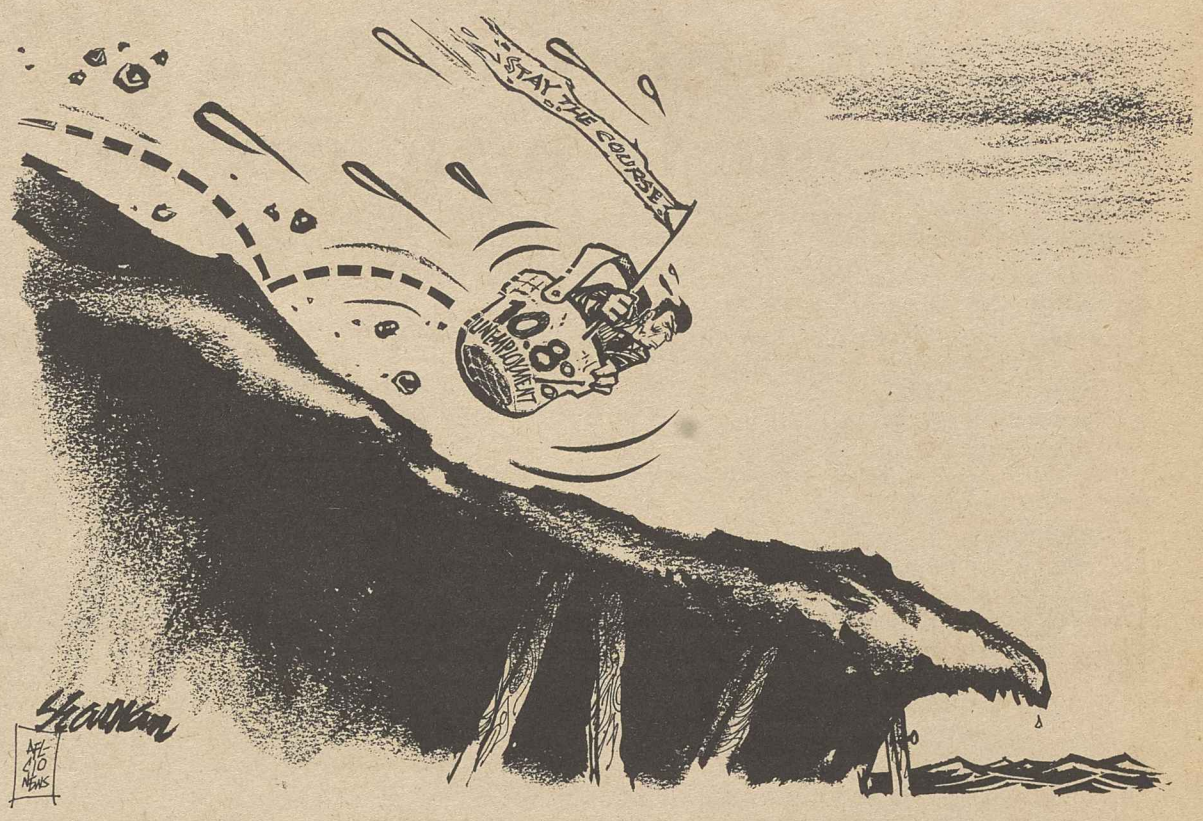
People can quarrel about particular ways of doing it, but the range is modest between our proposal and that put forward by the most conservative elements on the commission. . . .

I really don't see any reason why there are not the elements of an ultimate solution coming out of this Congress in reasonably short order. It's not that difficult. The system is not bankrupt. The system is not on the verge of collapse.

The system is, on the whole, quite sound. And there are no knowledgeable players in the game who really want to do anything very drastic.

—AFL-CIO President Lane Kirkland at meetings with Washington correspondents, Jan. 3, 1983.

. . . In a Hand Basket



Washington Window

Reagan policies crunch financially drained cities

By Press Associates, Inc.

The nation's cities are in deep trouble.

They have been caught in a double bind—the Reagan cuts in federal aid on one side and the financial drain of the Reagan Recession on the other.

The deep, prolonged recession has cut in two directions. Jobless workers and bankrupt businesses don't pay taxes.

At the same time, the "new poor" who find themselves without jobs for the first time in their lives and the "working poor" who are no longer working full time because of the recession, need to be helped. That takes money.

But "fiscal stress is widespread and is likely to worsen among cities of all sizes and in all parts of the country," said the National League of Cities in reporting results of a 79-city survey.

Scrambling to close the growing gap between revenues and expenses, cities have resorted to both tax hikes and layoffs.

As for layoffs, "for the first time since World War II," said the league, "cities have cut spending and employment during a recession, thus contributing to the downslide rather than working to counteract or soften it."

More layoffs due

Almost half the cities surveyed reported that they cut their workforces in 1982 and intended to do the same in 1983.

At the same time, cities felt pressured by their financial plight to raise taxes and fees, most of them regressive. The survey showed that 71 percent of them in fiscal 1982 raised or instituted fees for such services as garbage collection, car inspections, and library use.

Despite the layoffs, tax hikes and cutbacks in municipal services, cities still have been unable to fill the gaps left by the big cuts in federal aid which the Reagan Administration pushed through Congress in 1981 and 1982.

Fewer than 10 percent of the cities surveyed by the League felt they were able to make up with local funds the large cuts in community and urban development grants.

Basic needs unmet

The human cost of this financial pinch was revealed in a survey taken last fall by the U.S. Conference of Mayors. The survey found that city agencies cannot meet even 50 percent of the need for food, clothing and shelter by those lining up in numbers unseen since the Great Depression.

The cities and their needy can expect little from the Reagan Administration whose "do-nothing" philosophy has been made clear in word as well as deed.

In the congressionally mandated National Urban Policy Report issued last summer, the Administration said virtually all direct federal aid should be stopped and that the role of the federal government should be limited mainly to that of a clearinghouse for information.

Felix Rohatyn, a New York investment banker and urban expert, said the Reagan urban policy report was telling the cities, in effect, to "drop dead." Detroit Mayor Coleman Young called it a "disposable cities" policy.

Former Rep. Henry Reuss, who chaired the Joint Economic Committee of Congress, said the Administration's report rejected "the notion of liberty and justice for all as a national responsibility" expressed in the Pledge of Allegiance.

The Administration shouldn't be permitted to try to balance its projected $200 billion fiscal 1984 deficit on the backs of the cities and their needy. It's now up to the new 98th Congress to change that course.

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Vol. 28, No. 2 SATURDAY, JANUARY 15, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
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Emergency standard

OSHA ordered to cut exposure to toxic gas

Continued from Page 1

ers and District 1199 of the Retail, Wholesale & Dept. Store Union.

In January 1982, OSHA said it would re-evaluate the existing ethylene oxide rule, but that it could take two and a half years to complete the review. The court order gives the agency just six months to develop a permanent standard that would lower the exposure limit.

AFSCME President Gerald W. McEntee called the court decision a "victory for working Americans." He said Judge Parker "recognizes the seriousness of this problem, but it's too bad it has taken court action to force OSHA to reduce the exposure level for ethylene oxide."

The chemical is used as a sterilant in hospitals, as well as a fumigant, pesticide and in the production of antifreeze, polyester fibers and other industrial applications. It ranks in volume among the top 25 chemicals produced in the United States.

Permanent rule needed

McEntee added, "We trust that within the six-month period allotted by the court, OSHA will come up with a permanent standard that protects hospital employees from the health risks posed by exposure to ethylene oxide."

George H. R. Taylor, director of AFL-CIO's Dept. of Occupational Safety & Health, said the decision verifies labor's charges that "under the Reagan Administration OSHA must be forced to do its duty to set standards to protect workers against grave dangers."

OSHA Administrator Thorne G. Auchter issued a one-sentence response to the court action, saying, "It appears the court is trying to set our regulatory agenda for us."

Taylor charged that any attempt by OSHA to appeal the decision will show that the agency "still has no intention to protect workers exposed to toxic substances."

OSHA subsequently announced the agency will appeal the decision and is seeking to stay the order, pending its appeal.

Encouraging sign

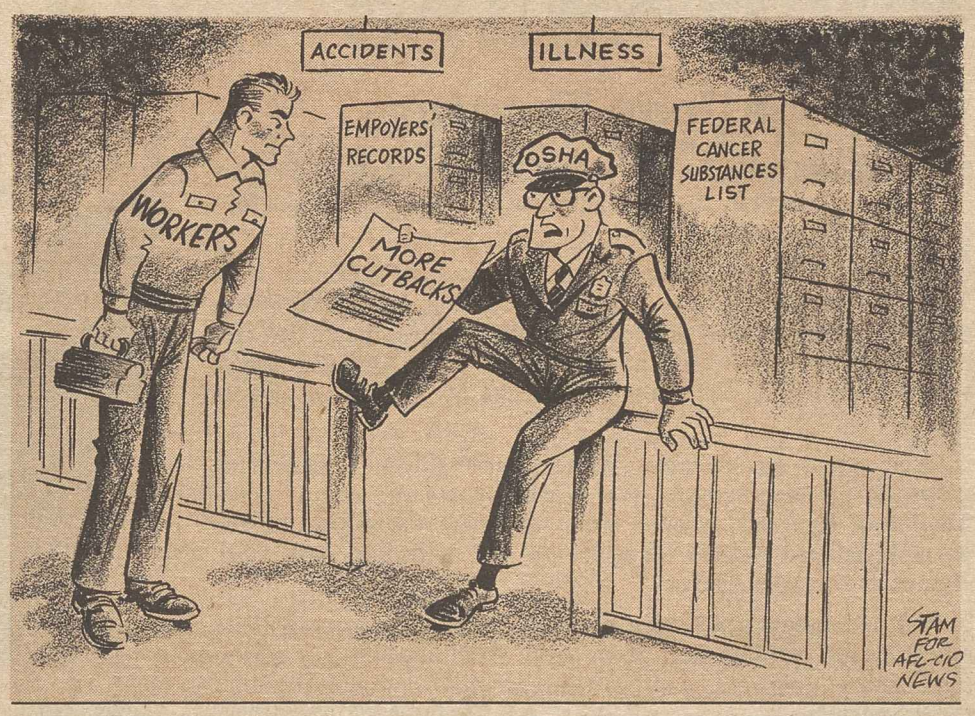
Taylor noted the decision offers encouragement for emergency and permanent regulations on formaldehyde and ethylene dibromide, two other carcinogens for which OSHA has refused to issue emergency standards.

The ruling said OSHA's decision not to issue a standard was "a clear error of judgment. Despite the overwhelming administrative record favoring issuance of an emergency temporary standard, OSHA had embarked on the least responsive course short of inaction."

The dangers of the current 50 ppm standard have been recognized by industry and hospitals for some time, safety experts reported. Many hospitals have voluntarily reduced their exposure levels to about 10 ppm. OSHA cited this as a reason not to issue the emergency standards.

Judge Parker called this contention "suspect," noting, "such actions do nothing to protect those workers who are still exposed to ethylene oxide at hazardous levels or those employed at institutions which may at any time elect to withdraw the voluntary restrictions."

'You're Off Limits!'



New organization to press air traffic controllers' case

A new organization has been formed to represent the interests of professional air traffic controllers fired by President Reagan in 1981 and to work for the improvement of the federal air traffic control system.

The United States Air Traffic Controllers Organization (USATCO) fills a void created by the dissolution of the Professional Air Traffic Controllers and the liquidation of PATCO's assets under the bankruptcy laws.

11,500 fired

USATCO President Gary Eads said in a letter sent to AFL-CIO central bodies that PATCO's debts piled up because of government fines and airline damage suits that followed the August 1981 walkout.

Eads, who had been president of PATCO, noted that Reagan had fired more than 11,500 controllers to break the strike.

The new organization, he said, was formed by former PATCO officers and a group of dismissed controllers and is supported primarily by contributions from fired controllers and some working controllers. Several unions and state and local labor organizations have also helped out.

USATCO wants to see reinstatement of the dismissed controllers and has formed a legal defense fund for them, but Eads explained that the organization is also helping others find new jobs.

AFL-CIO President Lane Kirkland in a cover letter accompanying Eads' report urged local central bodies to provide USATCO with information on apprenticeship or training programs "that might provide employment opportunities for dismissed controllers."

According to Eads, about 75 percent of the fired controllers have found other jobs, although many are working only part time. Some have entered college or vocational training for new skills, and about 25 percent have decided not to return to air traffic control jobs even if given the opportunity.

Board rejects appeals

He said that about 10,900 of the dismissed controllers have appealed their firings to the federal Merit System Protection Board, but the majority of the appeals at the board's regional level have been turned down. The next step is an appeal to the full board and if that fails, to the U.S. Court of Appeals.

USATCO's legal defense fund was set up "primarily to assist individual members who were assessed fines as a result of the PATCO strike or for those who need money to appeal their 'criminal' convictions," Eads said.

He said contributions to the fund can be made to USATCO headquarters at 210 7th St. S.E., Suite C-26, Washington, D.C. 20003.

Unemployment at 10.8% and rising

Continued from Page 1

accurate measure of the failure of the Reagan program," Kirkland said.

BLS does not count discouraged workers in calculating the jobless rate. Nor does it figure in the number of workers who are employed part time because they are unable to find full-time employment. There were 6,425,000 in this category last month.

If all the discouraged workers and one-half the workers employed part time because of the depressed economy were added to the official number of unemployed, the number of jobless Americans last month would have totaled approximately 17.3 million and the unemployment rate would have been 15.3 percent.

"These new unemployment figures are further proof that the national economy is still wallowing in the recession brought on by the Administration's discredited policy experiments," Kirkland said.

Rate up over 2 percent

December's 10.8-percent jobless rate compares to a rate of 8.6 percent a year earlier and 7.3 percent in December 1980 just one month prior to President Reagan's inauguration. Unemployment for the entire year of 1982 averaged 9.7 percent, the highest since 9.9 percent in 1941.

The disastrous economic performance in recent months contrasts sharply with Administration projections. Joblessness averaged 10.7 percent in the last three months of 1982. Yet, earlier in the year, the Administration forecast a year-end unemployment rate of 8.4 percent.

Unemployment has particularly hit hard adult males, the traditional family breadwinners, with their jobless rate soaring from 6.1 percent two years ago to 10.1 percent in December. Joblessness among women also has worsened substantially, rising from 6.7 percent in December 1980 to a record 9.2 percent last month.

Blacks hit hard

Black Americans are suffering a 20.8-percent rate of unemployment, whites 9.7 percent, and Hispanics 15.3 percent. The jobless rate for blue-collar workers last month was 16.3 percent, compared to 5.6 percent for white-collar workers. For teenagers, the unemployment rate in December edged up three-tenths of 1 percent to 24.5 percent. Black teenagers had an unemployment rate of 49.5 percent.

Total employment fell by 43,000 to 99,093,000 last month. Since the beginning of the Reagan Recession in July 1981, employment has dropped by 1.7 million.

The civilian labor force in December totaled 111.1 million. Since December 1981, the labor force has risen by 1.9 million, with adult women accounting for about 1.3 million.

A particularly ominous sign of the deteriorating economy showed up in BLS figures on duration of unemployment. The average length of joblessness last month stretched to 18 weeks, a post-World War II record.

Non-farm payroll employment fell by 165,000 to 88.5 million in December. Job declines continued in primary metals, machinery and electrical equipment, but employment in transportation equipment, which has especially suffered from the recession, rose by 30,000 over the month.

Construction employment fell by about 30,000 jobs despite a recent increase in activity in the housing industry. BLS Commissioner Janet L. Norwood said the decline might have reflected a reduction in commercial building and wet weather in some states.

In the service-producing sector, retail sales employment was less than expected, reflecting a generally disappointing Christmas buying season. After seasonal adjustment, the number of jobs in retail trade last month was down by about 65,000.

17.6 percent in Michigan

Michigan, hard-hit by auto assembly line cutbacks, continued to have the highest unemployment rate of any state last month, 17.6 percent. Ohio had a 14.5-percent rate; Pennsylvania, 12.9 percent, and Illinois, 12.8 percent.

At the same time that unemployment is crippling the economy, fewer jobless workers relative to the total number of unemployed are receiving unemployment compensation, the AFL-CIO Dept. of Economic Research observed.

The percentage of jobless workers receiving compensation is lower than during previous postwar recessions, BLS noted. In early December, approximately 5.6 million Americans were receiving unemployment insurance benefits. This number represented 47 percent of the total number of persons unemployed.

By contrast, during the months of greatest unemployment in the previous worst postwar recession, 1973-75, the percentage of workers receiving benefits ranged above 60 percent and reached 76 percent in February 1975.

Non-profit postal rates edge up

Postal rates for non-profit mailers, including unions and their publications increased Jan. 9, but less than what they would have under a Reagan Administration proposal:

The lame-duck Congress voted to include some $789 million in the continuing budget resolution to allow the U.S. Postal Service to maintain a lower rate schedule for non-profit mailers.

After Congress acted, the USPS board of governors announced second- and third-class non-profit rates would only go up one step of the phased rate increase system and would remain at that level through Sept. 30, 1983, the end of the fiscal year.

A year-long effort was waged on Capitol Hill by the AFL-CIO, the International Labor Press Association and other non-profit organizations against the Administration's proposal that would have gutted the subsidy to the postal service and resulted in an immediate doubling of current non-profit rates.

IUE wins rerun vote at South Carolina plant

Blackville, S.C.—Workers at Ducane Heating have voted 199-151 to join the Electrical, Radio & Machine Workers in a rerun of a 1979 election that was disallowed by the National Labor Relations Board because of the company's labor law violations.

The NLRB, upholding IUE's charges against the company, ruled that Ducane Heating's threats and intimidation of workers during the 1979 campaign had created a climate of fear which prevented a fair election.

IUE President William H. Bywater termed the election outcome "a very significant victory. Despite the fear spread by the company and so-called community leaders, the workers at Ducane withstood the pressure and voted for the union."

AFL-CIO news

VOL 28, NO. 3
SATURDAY
JANUARY 22, 1983

MEMO FROM COPE
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Social security funding plan set

First-hand report

Members of the AFL-CIO Executive Council's Committee on Social Security are briefed on the recommendations of the National Commission on Social Security Reform. The first-hand report comes from AFL-CIO President Lane Kirkland, a member of the commission. He is flanked by AFL-CIO Social Security Director Bert Seidman, AFL-CIO Vice President Sol C. Chaikin, chairman of the committee, and at right, Legislative Director Ray Denison.

Panel bars radical change in basic benefit structure

By David L. Perlman

A bipartisan National Commission on Social Security Reform told Congress that the financial problems of the social security system can and should be met without breaking faith with America's workers and retirees.

The commission, whose members ranged the political spectrum, reached a 12-3 consensus on a package of recommendations that would meet all foreseeable funding needs for the near future and erase most of a projected long-term deficit.

Its members were unanimous in turning down proposals for such drastic changes as making social security participation voluntary, imposing a needs test for benefits, or tilting sharply the other way by linking the level of benefits more rigidly to payroll contributions made during a working career.

"Congress, in its deliberations on financing proposals, should not alter the fundamental structure of the social security program or undermine its fundamental principles," the commission insisted.

AFL-CIO President Lane Kirkland, one of five commission members designated by Democratic congressional leaders, joined in the consensus report. He took exception to one recommendation that would bring future federal employees under social security, and suggested an alternative that would more than match the funding that would be lost.

Broad agreement

What was notable in the commission's report was the ability of such a diverse group of public figures to end up in near accord on a politically charged, controversial issue.

Ten of the commission members had been chosen by President Reagan or by the Senate or House Republican leaders. Alan Greenspan, chairman of the commission, had been head of the President's Council on Economic Advisers during the Ford Administration.

Despite the commission's conservative tilt, the three dissenters from the consensus were all from the political right — Sen. William Armstrong (R-Colo.), Rep. Bill Archer (R-Tex.) and Joe D. Waggonner, a Reagan appointee who had headed the Democratic wing of the House conservative coalition when he was a congressman from Louisiana in the 1970s.

The consensus recommendations were supported by the commission members most closely allied to the labor-supported campaign to stave off social security cutbacks sought by the Reagan Administration. Among them were Rep. Claude Pepper (D-Fla.), a revered figure among older Americans, and Robert M. Ball, who headed the Social Security Administration for more than a decade and helped set up the Save Our Security coalition.

GOP supporters

But the signers also included such GOP stalwarts as Senate Finance Committee Chairman Robert Dole (Kan.) and Rep. Barber B. Conable (N.Y.), who is the ranking Republican on the House Ways & Means Committee. These are the two key committees that will deal with legislation stemming from the commission report.

Both House Speaker Thomas P. O'Neill, Jr., and President Reagan endorsed the panel's recommendations. But despite this broad support, the final form of the legis-

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New House committees reflect Democratic gains

Democratic gains in the House have been translated in the first weeks of the new Congress into changed committee lineups that are expected to diminish the influence of the conservative coalition in the shaping of legislation.

In the Senate, the election standoff left the slim Republican majorities on most committees unchanged but brought in some new faces.

The only major committee chairmanship that changed hands resulted from the retirement from Congress of Rep. Richard Bolling (D-Mo.), long-time chairman of the House Rules Committee. Rep. Claude Pepper (D-Fla.) gave up his chairmanship of the Select Committee on Aging to claim the Rules Committee post, making clear his intent to use it as a power base to stave off any weakening of the social security system. The committee determines procedures for the House to act on bills cleared by the legislative committees.

New member

Its only new member is Democrat Alan Wheat, newly elected from Bolling's former Kansas City district.

The powerful Budget Committee will have 20 Democrats and 11 Republicans—on the surface little changed from the 18-12 ratio of the previous Congress. But the Democratic majority will no longer be diluted by the inclusion of Reagan supporter Phil Gramm of Texas. After he was denied reappointment by the Democratic caucus, Gramm resigned from Congress and is seeking re-election as a Republican. If he wins in the Feb. 12 special election or in a later runoff, he will get back on the committee in a spot the Republicans are holding open for him.

Meanwhile, Democrats filled eight Budget Committee vacancies with Butler Derrick (S.C.), George Miller (Calif.), William H. Gray III (Pa.), Pat Williams (Mont.), Geraldine A. Ferraro (N.Y.), Howard Wolpe (Mich.), Martin Frost (Tex.) and Vic Fazio (Calif.). As a group, they are clearly in the Democratic mainstream.

Republicans named as new members two hard-core conservatives, Tom Loeffler (Tex.) and Bill Gradison (Ohio) and a first-termer from Florida, Connie Mack III, a banker with name recognition as the grandson of the legendary manager of the Philadelphia Athletics baseball team.

The Education & Labor Committee

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Unemployment continues rising throughout U.S.

Unemployment increased in every state except Maine between November 1981 and November 1982 when the national jobless rate was still an unadjusted 10.4 percent, the Bureau of Labor Statistics reported. In December, the national jobless rate climbed to 10.8 percent after seasonal adjustments.

In November, jobless rates exceeded the unadjusted national rate in 91 of 221 metropolitan areas, the bureau said. Flint, Mich., led the nation's cities with a jobless rate of 23.4 percent—more than double the national rate. The Youngstown-Warren, Ohio, area had the second highest rate, 22.5 percent, and Rockford, Ill., was third with 21.4 percent.

Eighteen states and the District of Columbia had jobless rates at or above the national rate in November, BLS said. The highest jobless rates were in Michigan and West Virginia, both at 16.4 percent, and in Alabama, 15.3 percent.

For the most part, BLS said, the high rates in all three states resulted from sharp cutbacks in factory employment. West

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GNP drop shows slump worsening

By James M. Shevis

A sharp drop in economic output in the final quarter of 1982—a decline of 2.5 percent at an annual rate—is just one more sign of the length and depth of the Reagan Recession, the AFL-CIO declared.

"Millions of unemployed workers are not producing goods and, without work-related income, cannot afford to buy the goods that the economy could produce," Federation Research Director Rudy Oswald stressed.

He said the October-December decline in "real" gross national product clearly belied the claims of those in the Administration who had forecast recovery, and called for an immediate switch to an economic policy that emphasizes jobs.

The fourth-quarter drop in real GNP, the value of the nation's total output of goods and services adjusted for the impact of inflation, was deeper than expected. Government economists last month projected the decline over the quarter would be at an annual rate of 2.2 percent.

Over-the-year slump

For all of 1982, the Commerce Dept. reported, real GNP declined 1.8 percent —more than four times the four-tenths of 1 percent decline during the 1980 recession. In 1981, the economy grew by 1.9 percent.

Despite the continuing economic slide, further evidenced in a series of other government reports, the White House insisted that recovery from the 18-month recession was under way.

"We fully expect the GNP will show steady improvement in the coming year," White House Deputy Press Sec. Larry Speakes said. Commerce Sec. Malcolm Baldrige told a news conference, "Recovery is beginning this quarter and, while it will be moderate, it will come without further increases in the rate of inflation."

At the consumer level, inflation hovered at about 5 percent last year. At the wholesale level, prices rose only 3.5 percent for all of 1982. But the lingering recession, which has driven the nation's unemployment rate to 10.8 percent, the highest since 1940, has created a situation in which Americans are unable to buy the goods and services they need. With demand off, prices have fallen.

Whatever the new year brings, the government figures on economic growth cap-

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The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

1/22/83

Excerpts from interview:

Kirkland reviews tasks facing labor

The following is excerpted from an interview with AFL-CIO President Lane Kirkland by Meryl Gordon of USA Today on Jan. 17, 1983.

GORDON: On the federal budget, some of the supply-siders say that Reagan's forecast is too pessimistic. I'm curious as to what you felt about that and also what you think of the idea of a surtax.

KIRKLAND: Taking your last question first, last year in our alternative budget proposal that we adopted in our February council meeting following the President's second-year budget, we called for a surtax geared to the increase in the defense budget as a means of expressing our convictions. We said that if there has to be a buildup in the national defense system, everybody ought to pay for it in proportion to their ability and in proportion to the degree to which they've benefitted from a free and democratic society. The entire burden shouldn't be borne by the poor, the underprivileged and the dispossessed, who have been up to now the main victims of the Reagan program because you have had simultaneously an enormous buildup in defense expenditures with the drastic cuts in the social support programs. An irresponsible tax cut was focused primarily on those with higher incomes. You have a situation where the entire burden of the defense buildup is borne by the weakest and most underprivileged segments of our society, while the rich are not only exempted from the cost of that but given an extraordinary degree of tax relief. So I'm saying if they're going to build up defenses for the protection of rights and values of our society, those who have enjoyed those rights and values to the fullest ought to pay their share of that load. And the surtax device, for that purpose, seemed to us the logical expression of that principle.

GORDON: Do you think that the change in the elections, with more Democrats in the House, will make a bigger difference in getting the kind of programs that you want?

KIRKLAND: I don't think that there's been a marked shift in the political makeup of the Senate. Perhaps philosophically we have one vote more liberal, but there is a conservative majority there clearly. On the House side, I think there is a good opportunity for the enactment of some of these measures and they would then, I suppose, be compromised down with the Senate. I do believe that there is a greater possibility now than there was prior to the elections. I think that the next election always hangs heavily in the wings, and that may affect the point of view of those members in the Senate who have to face 1984. The climate and the mood are somewhat different. The Congress is no longer in a rubber-stamp mood. I believe that moderate elements in the Senate may take some initiatives. And economic conditions will weigh heavily on the trend of events. I don't see them getting better.

GORDON: Do you think the Administration's economic forecast is correct?

KIRKLAND: I don't forecast. It's anybody's guess. Their track record isn't too good. The track record is that they've been excessively optimistic, so they may be excessively optimistic when they're being pessimistic. I don't think you need to scratch around much with possibilities of future figures to be deeply concerned about the way things are right now. And the way things are right now is so serious as to call for action and not to delay and procrastinate in the hope that something will turn up. Heavy unemployment does not lead to recovery; it leads to further unemployment.

We live in a very harsh social and political environment compared to other industrial democracies. In most other western countries, people who are unemployed continue to have their health needs provided for. They don't face the danger of eviction from their homes, and their benefits continue indefinitely. Our system is really very harsh. We have the lowest proportion of public expenditures allocated to social insurance programs of any western democracy. We are the only country where people face the prospect of losing their unemployment benefits after 26 weeks. When they lose their jobs, they lose their health protection. They can't take their kids to a doctor. They face the loss of their homes and all of their possessions. And that fact means that the longer unemployment continues, it doesn't just stay at sort of stable value, it tends to further shrink the market.

GORDON: How much higher are you expecting it to go?

KIRKLAND: I would assume it would go over 11 percent at some point this year. If our growth doesn't exceed 3 percent then we'll have higher, slowly growing unemployment. And it will wash over into areas that hitherto have been relatively spared: white collar employment, service employment, state and local employment. Clearly the states are very hard-pressed now. Their budget difficulties are just as great as the federal budget. And there's enormous pressure on state and local expenditures, and that's going to be passed on in the form of layoffs.

GORDON: I understood that Marty Feldstein (chairman of the President's Council of Economic Advisers) was trying to look at a variety of youth initiatives, one of which is the subminimum wage. . . .

KIRKLAND: That's a hardy perennial among classical economists. I always ask the question: If minimum wage is a barrier to employment, why was there so much unemployment in the middle of the depression when we didn't have a minimum wage?

GORDON: Is it worth trying—at least as an experiment?

KIRKLAND: It has been experimented with. There is a student exemption. And there have been experiments in various places. And there has been absolutely no showing that it has any benign effect on unemployment. And the fact is, even by the classical economists' own theoretical models, economic events are significant only in real terms. That is, money wages are not meaningful, it's the real wage that has the effect, and for some years real wages have been dropping.

The minimum wage is being cut every day, in real terms, simultaneously with rapidly rising unemployment. They have cut the minimum wage by not increasing it to keep pace with inflation, which means you have a subminimum wage in real terms today, and simultaneously you have increasing youth unemployment and increasing adult unemployment. So I would suggest that that's a pretty good laboratory test.

GORDON: There's been a lot of talk about the post-industrial society. Is it happening? Are you going to get back those jobs that you've lost?

KIRKLAND: Certainly, it's happening. I have set up a committee of the Executive Council to do a long-range study on these trends, the Committee on the Evolution of Work in this country. We're having a conference in the spring with a group of scientists—physical scientists and social scientists—to try to really see where it's leading.

Some years ago the number of workers in the white-collar category began to exceed the number of blue-collar workers. For a good long while, the only two areas of the economy that have been growing in terms of unemployment have been this broad category of services, which has heavy white-collar components, and state and local employment. Private manufacturing, rail transportation, mining, utilities—the relative proportion of workers employed in those industries has been declining for years. And the only areas of expansion that have provided new jobs that the people require have been services in state and local employment, education, medical services, and those fields.

GORDON: Are we going to reach the point where the person who drops out of high school without an educational background can't get a good job paying a good salary? Are we going to reach a point when those opportunities to really lift yourself out from poverty just by the strength in your arms or legs will be gone?

KIRKLAND: Relatively speaking, I think so. There will still be many of those jobs, but relatively more and more areas of expanding employment will require training and skills and education. I think that makes it all the more reckless to put into place policies that depreciate opportunities for education.

GORDON: You mean cutting back on student loans?

KIRKLAND: Yes. We had achieved what I think was a very constructive revolution in the life of the country in the years after World War II. Student loan programs, the GI bill and other educational assistance had created a circumstance whereby any reasonably ambitious young person could get as much education as they could use, and it's a tragedy to see that dismantled.

GORDON: Not everyone could be trained for computers. Not everybody has the skills, and we may not need that many computers. I'm wondering whether you see an entire generation of workers getting wiped out?

KIRKLAND: I see an entire generation of workers that will raise serious problems for the nation's conscience, for the humaneness of our system. I think it's a fraud to talk about solving the problem solely by training people for high tech employment. We should train people for high tech employment, but you can't put that forward as the answer to the problem of workers displaced by plant closure—let's say of a shoe factory in some small town or any area of relatively low-wage employment that's already been shrunken and has long since ceased to have substantial numbers of younger people in the workforce and where the bulk of the remaining are heavily middle-aged, minorities, women, who have not had the educational opportunities that the more fortunate have had. And I think a special effort has to be made to address that problem.

GORDON: What can you do if they aren't all ready for computer training?

KIRKLAND: The country has vast needs that we're ignoring. We've been living off our capital for years. To run a humane and a civilized city, where people can live in safety, is an inherently labor-intensive occupation and circumstance. . . . If we did the things that ought to be done in those cities, there would be jobs created that would be available to people who don't have college degrees.

GORDON. Meanwhile, what do you say to the 50-year-old who has been laid off at the shoe factory?

KIRKLAND: What do I say to 12 million unemployed today? That the best hope is to get a change in national policy. Support those measures and those candidates who offer some constructive alternatives. I think the role of the public initiatives, public programs and public investments is going to be crucial in the years ahead in defining what opportunities exist for all categories of working people.

GORDON: In connection with those manufacturing jobs disappearing, do you think the AFL-CIO will be steadily declining in size?

KIRKLAND: No, I don't think so. We adapt and respond. We have been in that process for quite sometime. If you look at our membership rosters, you will find that we have a group of affiliated organizations that have been growing even during the recession periods, and that growth reflects what's happening in the workforce. It tends to lag a little bit behind these changes, that's inevitable, but they're clearly responding and they're clearly catching up.

We've had organizing breakthroughs in these new areas. Our civil service, state, local and federal organizations have grown dramatically in the post-war period. When we came out of the war, the State, County & Municipal Employees, for example, was perhaps around 100,000. Today it's over 1 million. And that's a considerable breakthrough. It was a relatively poorly organized sector of the workforce, and the same was true of federal unions. Today, one of the largest affiliates is the Food & Commercial Workers Union, and it's still growing. We've suffered some membership losses because of the heavy layoffs in auto, steel and other industries—that's cyclical. If we have a recovery, I'm sure we'll regain those members. But we are growing in those growth areas.

I am always reminded, that at the time the federation was organized in 1881, most of the unions of those early years no longer exist. There was a national union of Horse Collar & Harness Makers, also one of Umbrella & Walking Stick Makers.

GORDON: Do you welcome in some ways the shift from manufacturing to service, in that some of those manufacturing jobs are back-breaking, health-ruining, painful?

KIRKLAND: Well, I believe a job is better than unemployment. I don't welcome it if it means that we lose our industrial base, a balanced economy.

GORDON: I wonder if on foreign trade, you're worried about starting a wave of protectionism. What do you think the U.S. should do at this stage and time?

KIRKLAND: I think we ought to pay serious attention. I believe that the content bill, of course, will be back. I think it will have a great deal of support. I think there will be other legislation focused on the concept that reciprocity should have some teeth in it. I believe that there would by widespread acceptance and support for the proposition that we ought to play by the same ground rules as our competitors and negotiate from that basis.

GORDON: In the presidential endorsement process the AFL-CIO is undertaking, what happens if you support somebody in December who just is a disaster, a wipeout in say three primaries? What does that do to you and your position in the election?

KIRKLAND: Well, I don't entertain the illusion that the mere support by labor is sufficient to ensure victory for any candidate. The candidate still must have those qualities that attract the public at large as well as the working people.

We're trying to get a role in this political process, an effective role which I think is our responsibility. But that doesn't include any illusions that we're going to dominate the process. We want to be in the chorus of voices that produce the harmony of a democratic society. And if we're not in it, I think our society will suffer because other elements in our society—less public spirited and less concerned about problems of plain people—will dominate the process. I don't think that's good for the country.

When you enter political life there are never any assurances of anything. We have a history; we've won and we've lost. Winning is better, but we're never finally defeated as long as we're standing. And if the candidate that we support does not emerge as the candidate of the party after the conventions, I'm reasonably certain that whoever does emerge will be around to see us seeking our support.

GORDON: Do you see this period as kind of a holding action for you? The labor movement isn't making great strides, are you just trying to keep it from getting much worse?

KIRKLAND: No, I don't think so. The labor movement in this country is not wholly dependent upon the political climate alone. We are pursuing a great many activities quite vigorously, and we have all sorts of areas of interest that continue regardless of what the political climate is. The economic situation poses great problems, but it also imposes big responsibilities both in trying organized means of helping unemployed people in their community through our community service activities and in pressing and developing policies and programs to correct it. So we are in no sense in a holding period. We'll try to improve our effectiveness in a lot of areas, and in one—political—I think we have. We are continuing to pay a lot of attention to organizing, and we developed some new programs in public affairs, the use of the telecommunications medium, and other things.

Community services conference explores broader aid to jobless

By Susan Dunlop

Organized labor's efforts to help reduce the hardship and suffering of the nation's 12 million jobless workers were the focal point of the AFL-CIO National Conference on Community Services.

Director Walter G. Davis of the federation's Dept. of Community Services told the 150 participants at the two-day meeting in Washington that unemployment, now at post-war record highs, is also escalating "tragic human problems."

Davis reported that organized labor's traditional commitment to "the human contract" that begins "beyond the plant gate" has spurred international and local unions to intensify their community services activities to respond to the problems of jobless workers and their families.

AFL-CIO Sec.-Treas. Thomas R. Donahue, in a luncheon address to the conference participants, stressed that what America needs "more than anything else right now is jobs."

Praises staff

Donahue praised the work of the community services staff and the "tens of thousands" of local union volunteers whose efforts get "very little media attention or public appreciation."

No one "who stands where you stand and sees what you see and deals with the baffled and helpless people you deal with" could believe that these people don't want to work or that "this economic chaos is the inevitable product of too much social concern" or that "large-scale impoverishment and dispossession is the recipe for universal prosperity," Donahue declared.

He charged that those ideas—put forth by the Reagan Administration—are "delusions" of "people whose perceptions begin and end with the numbers on balance sheets."

AFL-CIO Vice President Joyce Miller, who is a vice president of the Clothing & Textile Workers, told the participants that "union members, our members" have become "the new poor" as victims of the Reagan Recession. She accused the Administration of turning its back on the poor "at this time of greatest need" among people who have "always been willing and able to take any kind of available job."

Alan Kistler, director of the federation's Dept. of Organization & Field Services, called the unemployment picture " a crisis of monumental proportions and in fact a national disaster."

Help for the needy

The labor movement is strengthening its community services activities, Kistler noted, out of an obligation to help jobless workers who have contributed all their working lives, only "to be tossed on scrap heaps we thought had been eliminated 50 years ago."

Rudy Oswald, director of the AFL-CIO Dept. of Economic Research, reminded the conference that the nation's "number one problem is jobs, not inflation."

Oswald warned the participants that their job of "binding the wounds of the unemployed" will not get easier soon, since unemployment rates are likely to stay above 10.5 percent this year with little relief in sight.

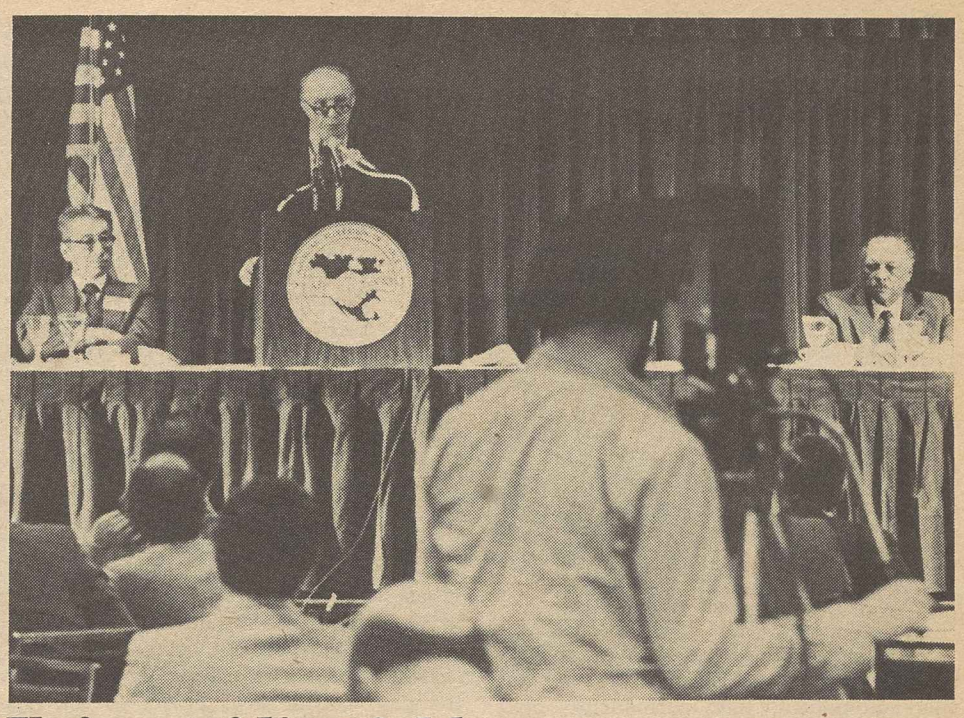
AFL-CIO Social Security Director Bert Seidman pointed out that some 20 million Americans have lost the protection of health care coverage as one result of the high level of unemployment. Meanwhile, Seidman noted, the Reagan Administration's budget cuts have slashed funds for public hospitals and for programs like food stamps. And many unemployed workers, he said, find they are not eligible for services like welfare, because their assets, such as their homes, are too high to permit them to qualify.

Model programs

Other highlights of the conference included panel discussions on model programs to aid displaced workers, the role of state labor councils in community services activities, the structure and function of AFL-CIO local labor liaison activities, the problems of health care for the unemployed and a review of other employee assistance programs.

Among other featured speakers at the meeting were Rep. Claude Pepper (D-Fla.) and AFL-CIO Vice President Alvin E. Heaps, president of the Retail, Wholesale & Dept. Store Union and chairman of the federation's community services committee.

Parts of the conference were televised live by the C-Span, a non-profit cable television public affairs network.



Unions aiding jobless

AFL-CIO Sec.-Treas. Thomas R. Donahue praises efforts of local union volunteers in programs assisting the jobless at the federation's two-day national conference on community services. At left is Pennsylvania AFL-CIO President Julius Uehlein and at right is Community Services Director Walter Davis.

Flexible bargaining policy drafted for 1983 steel talks

Pittsburgh—The Steelworkers' wage policy committee drafted a two-tiered bargaining approach for contract negotiations over the next 14 months that will vary according to the degree of distress or profitability of a particular industry.

USWA President Lloyd McBride said the panel, representing Steelworkers districts across the United States and Canada, "recognizes that we have many of our employers in financial difficulties. Our bargaining with those employers has to be done with that fact in mind."

The 173-member committee did not adopt specific proposals, but its broadly worded statement of goals will shape talks on new agreements for some 500,000 USWA members in the steel, aluminum, copper, and container industries.

The union's current three-year basic steel agreements covering some 360,000 workers at eight major companies expire Aug. 1. The firms, which bargain as a unit with the USWA, are U.S. Steel, Bethlehem, National Steel Corp., Jones & Laughlin, Republic Steel, Armco, Inland Steel, and Allegheny-Ludlum.

Contracts in the aluminum industry will expire May 31, and with a majority of the copper companies on June 30. The union's agreements in the container industry will expire in February 1984.

In previous years, the basic steel settlements set the pattern for the other industries since the parties reached agreement early under the provisions of an Experimental Negotiating Agreement, which guaranteed minimum economic gains in return for a no-strike pledge. This year, ENA no longer is in effect and the parties have failed twice in the past six months to reach an early settlement.

Talks next month

McBride said that the union and the eight-member employer group will return to the bargaining table again next month to try to reach an early agreement. The steelmakers, mired in their worst slump in half a century with mills running at less than 40 percent of capacity, are seeking wage concessions from the union.

"Usually, we're on the asking end, not the giving end, in contract negotiations," McBride said. "But the employers are coming to us and saying, 'Hey, if we're going to survive we need something from you this time.' Well, we want them to survive. If they don't survive, we won't have jobs."

Some 160,000 workers in basic steel already have lost their jobs since the industry went into its slide.

Before bargaining resumes with the major steel firms, the USWA's Basic Steel Industry Conference composed of more than 600 local leaders will meet Feb. 2 to consider the wage policy committee's general bargaining goals. Local leaders in aluminum and copper also are expected to meet in February.

Ratification method

The union also announced a change in its method of contract ratification. Rather than having all local union presidents within a given industry to vote on an agreement, only local presidents at companies covered by a settlement will vote on future pacts.

The change in the method of contract ratification is expected to reduce the number eligible to vote on basic steel pacts by more than half.

Meanwhile, the union has signed a new 42-month agreement with Wheeling-Pittsburgh Steel Corp., calling for wage concessions in exchange for future employee profit-sharing. The agreement, overwhelmingly approved by the company's 10,000 union workers, also pledges the troubled steel firm not to close any of its plants while the pact is in effect. Wheeling-Pittsburgh bargains separately from the Big Eight.

GNP decline shows slump worsening

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ped a depressing 1982 in which sluggish sales and high interest rates caused businesses to cut production and lay off millions of workers. Twelve million Americans are out of work by the government's count, and another 5 million have either given up looking for work or are working part-time because full-time work is not available.

Last year's 1.8-percent decline in real GNP was the biggest drop since a 14.7-percent plunge in 1946, when the nation's industries were winding down from World War II.

The government attributed much of the October-December decline in economic output to a drop in exports and to a reduction in inventories in the face of discouraging sales. Rather than producing new goods, many businesses concentrated on selling off burdensome inventory stockpiles.

More bad news

Other government reports on the health of the economy were less than encouraging. The Federal Reserve Board said that industrial production fell again in December, and that the nation's factories operated at a seasonally adjusted 67.3-percent of capacity during the month. The Commerce Dept. reported that housing starts fell 13 percent in December and for all of 1982 were at their lowest level since 1946 while personal income last year rose just 6.4-percent, the slowest pace since 1963. Income from wages and salaries increased just 4.4-percent last year, less than half of the 10.8-percent gain in 1981.

New claims for unemployment benefits rose for the second straight week to 568,000 in the week ended Jan. 8, an increase of 18,000 over the previous week, the Labor Dept. reported. Initial claims are often regarded by analysts as a barometer of the overall job market, and could mean the nation's 10.8 percent jobless rate is on the rise.

Sales off

Retail sales dropped four-tenths of 1-percent in December from the same period in 1981, and were up only 3-percent for the year as a whole. Consumer installment debt jumped by $2.52 billion in November, the biggest rise in more than a year. The bulk of the increase was accounted for by new automobile loans, the government said.

Meanwhile, a Commerce Dept. survey showed that American business executives for the second year in a row are planning to reduce spending for expansion and modernization. The reduction, adjusted for inflation, would be a sharp 5.2-percent from the 1982 level, the department said.

Economists in and out of government have been predicting that plant and equipment expenditures will not rise until a recovery is well under way. The 5.2-percent estimated decline in 1983 capital investment was a sharper drop than most analysts had forecast.

The 1982 decline in capital investment, the first since the 1973-75 recession, was estimated at 4.8-percent. A previous Commerce Dept. survey of businessmen's spending plans, taken in late October and early November, showed estimated declines of four-tenths of 1-percent in the current quarter and two-tenths of 1-percent in the second quarter of 1983, allowing for inflation. The latest survey, which did not give quarterly estimates, indicated that businessmen had decided on further capital investment cutbacks just since last fall.

'82 output down

The drop in factory production last month was only one-tenth of 1-percent, but for all of 1982 industrial output was down 8.2-percent, the largest decline since an 8.9-percent drop in recession-year 1975. The auto industry, defense suppliers, and aerospace manufacturers all improved in December but could not offset cutbacks in other sectors. Factory production now has fallen in 15 of the last 17 months.

Despite the improvement in the auto industry, factory capacity utilization sank to a rate of 69.8 percent in 1982, the lowest annual rate in the more than three decades that such statistics have been kept.

Pension report rejects radical change

Continued from page 1

lation will be shaped after a congressional scrutiny that will give groups with particular concerns an opportunity to influence the ultimate product.

Details of the commission recommendations are in a separate article on this page. But the thrust is to deal with the funding shortage primarily by raising revenues rather than reducing benefits.

In some areas, such as a one-time income-tax credit to offset a speedup in a scheduled higher payroll tax, workers are partly shielded from extra costs. But other changes, including a deferment in the next cost-of-living adjustment, carry a price tag for beneficiaries.

Among the more controversial proposals are those dealing with groups that are not now automatically and permanently covered by social security.

One such group is made up of federal and postal employees, who now pay 7 percent of their salaries into the Civil Service Retirement System and also pay the Medicare portion of the social security payroll tax.

Expanded coverage

The commission majority proposed bringing future federal and postal employees into the social security system. But the commission report did not spell out any plan for supplemental federal pension benefits for the new employees nor did it address the issue of continued funding for the existing civil service plan.

Kirkland said in an interview that he didn't think federal workers "should be asked to buy a pig in the poke." They should have the chance to "negotiate the terms" of their retirement coverage.

He noted in his supplementary statement that discussions are being held to seek a solution "which will strengthen and reinforce both the social security system and the civil service retirement system." Congress should not act in this area in the absence of such an agreement, Kirkland urged.

Revenue source

"As a substitute source of revenue and as a meritorious proposal in its own right," Kirkland proposed requiring employers to pay the social security tax on their total payroll—not just on the portion of a worker's pay that is now subject to the tax. That step alone, he said, would add more than $41 billion in revenues through 1990, more than double the estimated gain from the federal employee coverage proposal.

The commission concluded that mandatory coverage of state and local government employees could not be achieved because of constitutional issues.

At present, state and local agencies can bring their employees under social security if they wish to do so—and if the employees concur by majority vote. But they are allowed to withdraw from the system unilaterally—without even advance notification to workers—after giving a two-year notice of intent to withdraw. Over union protests in most cases, many state and local employers have been pulling out of the social security system to avoid paying the employer share of the payroll tax.

The consensus recommendation was to require that a public agency remain in the social security system once it and its employees have chosen to join it. Kirkland expressed support for ending the withdrawal loophole. He also urged a new provision that would allow workers or their unions in public agencies that have withdrawn from social security coverage to initiate action to rejoin the system.

Under present law, social security coverage is optional for non-profit organizations. The commission recommended, with Kirkland's endorsement, mandatory social security coverage for employees of all non-profit organizations. About 85 percent are already covered.

The commission held its first meeting last Feb. 27, but initial progress was slow. It was seen initially as a face-saving device for President Reagan, whose 1981 proposals to slash social security benefits touched off a firestorm of public outrage.

A political issue

There was general agreement that serious negotiating on such a politically charged issue would have to wait until after the November elections, and there was skepticism from all sides of the table that a consensus could in fact be reached.

But throughout, there was an awareness that the combination of high unemployment and years of inflation had created problems that Congress must resolve and a big first step was taken when all sides agreed on the dimensions of the problem. Either through higher revenues, reduced benefits or a combination of the two, $150 billion to $200 billion would have to be saved by the year 1990. After that, there would be an intermediate spell of anticipated surplus.

Party differences

The Democrats initially stressed revenue-raising steps. The Republican emphasis was on benefit cuts and a higher retirement age. For a time, the likely outcome appeared to be a Republican-drafted majority report, a stinging Democratic dissent—and a partisan clash in Congress.

Differences were narrowed until the key question remaining was whether a compromise package would be assured the support of both President Reagan and House Speaker O'Neill. In this, Kirkland said in an interview, members of Congress on the commission from both parties had a key role.

The dollar amounts involved in the package were huge because of the vastness of the system which takes in and pays out hundreds of billions of dollars through the three trust funds—Old Age & Survivors Insurance, Disability Insurance and Hospital Insurance.

The important thing, Kirkland said, is that everyone on the commission concurred that "social security is here to stay, that the system is essentially sound."

OCAW President Robert Goss signs a joint agreement with HRDI to provide services to the union's jobless workers. From left are HRDI Executive Director Michael Arnold, Goss, HRDI President Alan Kistler and Rodney DuChemin of the HRDI staff.

Oil, Chemical Workers, HRDI map aid to laid-off members

The Oil, Chemical & Atomic Workers and the AFL-CIO's Human Resources Development Institute have worked out a formal agreement to provide vital services to the union's jobless workers.

The Joint Worker Assistance Program was signed by OCAW President Robert Goss and HRDI President Alan Kistler.

The pact is the first formal agreement between the AFL-CIO's employment and training arm and an international union to use HRDI's range of programs to help laid-off workers cope with unemployment and find new jobs, Kistler said.

Goss noted that the agreement formalizes a program "that has already proved extremely beneficial to a large number of our members."

Since the union began using HRDI's services last year, laid-off OCAW members have attended 14 workshops on searching for new jobs, using community social services to weather unemployment, continuing company obligations under the union contract, and related topics.

Among the major sessions were a workshop for 90 OCAW members displaced when an Amoco refinery in Sugar Creek, Mich., shut down, a program for 168 miners who lost jobs at the Climax Mine in Leadville, Colo., and one for 110 refinery workers discharged by Texaco in Port Arthur, Tex.

The formal agreement, Goss said, grew out of a proposal developed by HRDI at the union's request. The program designed by the institute is keyed to needs of laid-off workers in the industry.

Its features include a plan for a quick, joint response to the notification of a plant shutdown. This would include scheduling of a joint workshop, generally followed by intensive efforts to place the workers in new jobs or help them get training in new skills.

The terms of the OCAW-HRDI agreement were worked out by HRDI Executive Director Mike Arnold and OCAW Vice President Joseph Misbrener.

Goss praised the program as a model for other unions experiencing plant closings and displacements.

Most OCAW collective bargaining agreements provide for pre-notification by the company of plant closings or mass layoffs, Goss said, adding that the assistance from HRDI has helped OCAW develop a "uniform program" to respond to its local unions and their members in these situations.

Major proposals of panel on social security reform

These are the principal recommendations of the National Commission on Social Security Reform. They are estimated to raise $169 billion in revenues over the next seven years.

- $20 billion from expanded coverage. Starting in 1984, all employees of non-profit organizations would be brought under social security, as would federal employees hired after that date.

- $3 billion by banning withdrawal from the social security system of state and local governments already in the system.

- $40 billion by changing the date for automatic cost-of-living adjustments in social security benefits to January of each year instead of July. This would result in a one-time, six-month postponement.

The blow would be cushioned for those with the least income by higher allowable payments under the Supplemental Security Income program.

- $30 billion by making 50 percent of social security benefit payments subject to federal income tax for persons who have substantial other income. The half of benefits assumed to stem from employer payments into the fund would be taxable income for individuals who have at least $20,000 of other income ($25,000 on a joint return).

The Treasury would turn over the added taxes collected to the social security trust funds.

- $40 billion by advancing the scheduled dates of increases in the payroll tax rate. The rate for workers and employers would rise from 6.7 percent to 7 percent in 1984 and then go as already scheduled to 7.05 percent in 1985. However, workers would be reimbursed for the extra deduction in 1984 through a refundable tax credit. The rate would also be raised above the present tax schedule for the years 1988 and 1989.

- $18 billion by setting the tax rate for self-employed persons at the combined employer-employee rate instead of three-fourths of that amount. But one-half of the combined rate, equal to the employer contribution, could be deducted from taxable income as a business expense.

- $18 billion through a lump-sum payment into the social security trust funds to compensate for future benefits attributed to years of military service before 1957, when armed services personnel started paying social security taxes. It also would cover social security credits that are based on allowances for military service after that date.

A relatively modest $200 million saving is estimated from changing the formula for computing social security benefits of persons whose primary retirement comes from pension systems for non-covered employment, such as the federal civil service.

On the other side of the ledger, there are about $500 million in added costs to the social security system by eliminating various gender-related distinctions affecting benefits for widows, widowers, divorced spouses and survivors.

A recommendation that did not carry a cost estimate would provide an incentive for later retirement by gradually increasing the extra retirement credit for those who do not start drawing benefits until they are older than 65.

The current credit of 3 percent a year would be raised in steps to 8 percent, starting in 1990. The 8 percent a year bonus would be reached in the year 2010.

Its thrust would be to pay added benefits to those who retire later than reduce benefits for those who stop working at what is now considered the "normal" retirement age.

For new Congress

Immigration reforms major holdover issue

Reform of the nation's immigration laws was one of organized labor's key legislative objectives in the 97th Congress that got sidetracked in the rush to adjourn. But as the new Congress gets under way, the prospects are for an early revival of the campaign for a fair immigration policy.

The AFL-CIO has supported reforms that will stop the flow of illegal immigration—to protect domestic jobs and labor standards and stop exploitation of illegal aliens by employers. The bills that won labor's support in the last Congress included a system of stiff penalties for employers who hire illegal aliens and a tight rein on any temporary worker schemes, known as H-2 programs.

The Senate passed a reform bill last August, but a similar measure in the House bogged down under a maze of competing amendments.

High on agenda

Sponsors of the measure in both houses have said they plan to reintroduce legislation early this year, and AFL-CIO President Lane Kirkland, in an interview with reporters, pointed to immigration reform as an issue likely to be high on the congressional agenda.

In a recent report on the status of immigration legislation, J. F. Otero, executive vice president of the Labor Council for Latin American Advancement, blamed the Reagan Administration for derailing progress toward reform by catering to "a union-busting, reactionary coalition" of business and agri-business groups seeking to expand temporary worker programs to provide a pool of cheap, exploitable labor.

Otero, who is a vice president of the Railway & Airline Clerks, pointed out that Administration-backed provisions of the failed bill would have jeopardized protections that now give American citizens and legal workers first crack at available jobs.

He said supporters of an expanded "guest worker" program continue to argue that there is a shortage of qualified American labor, but "such perceived shortage exists only under the terms and conditions offered by the employer which may be well below the going rate. . . . Better conditions might attract more domestic workers."

Exploiting workers

Otero charged that this and other claims by employers, such as the contention that "American workers don't want to do stoop labor or dirty jobs," mask what he said are the real objectives of the growers—"to exploit foreign workers and discriminate against American workers who cannot be easily duped or denied their legal rights."

He accused the Reagan Administration of disregarding the recommendations made in 1980 by the Select Commission on Immigration & Refugee Policy following its two-year, $5-million study of the problems. One of the commission's recommendations opposed revival of "guest worker" schemes.

Otero served as a member of the commission, which was appointed by President Carter in 1978 and chaired by Rev. Theodore Hesburgh. The AFL-CIO praised the commission's report when it was issued, noting many of its recommendations paralleled AFL-CIO positions.

New subclass

Otero said the population of illegal aliens in the United States has been estimated at anywhere from 3.5 million to 12 million. These people constitute a "subclass" without rights who are prey to unscrupulous employers and kept in check by the constant fear of discovery, he observed. Yet the presence of these frightened and docile workers, he asserted, "constitutes a threat to minorities, women, unemployed workers who are legal aliens and to citizens seeking their own opportunities for a better life."

Illegal workers are also used as "tools in union-busting and strike-breaking activities," Otero pointed out.

He noted that policies adopted by the AFL-CIO at its 1981 convention have spelled out organized labor's legislative priorities for immigration reform and the AFL-CIO's support for the acceptance and compassionate treatment of refugees.

Among those priorities are the establishment of stiff penalties for employers who hire illegal aliens, including criminal sanctions for repeat violators.

The AFL-CIO also has called for strict enforcement of anti-discrimination laws to prevent employers from refusing to hire legal workers because of appearance, names or accents.

Identification need

Otero noted that organized labor has urged development of a secure worker identification system so that employers can readily determine the legal status of job applicants.

More funding and better staffing for the Immigration & Naturalization Service are also essential, Otero declared, to strengthen border control and interior enforcement.

Stepped-up enforcement of existing wage and working standards laws should also be pressed in industries where large numbers of illegal workers are known to be employed, Otero said.

He underscored the AFL-CIO's opposition to any programs that would permit importation of foreign workers "to undercut U.S. wages and working conditions," and he pointed out that the nation's previous experiment with a "bracero" program was killed by Congress as a failure in 1962.

After the flow of illegal immigration is stopped, a program for a "fair and generous" legalization of the status of illegal aliens who are long-time residents of the United States should begin, Otero said.

Top Guild award

The Newspaper Guild's 1982 Heywood Broun award is presented to photographer Anestis Diakopoulos, right, on behalf of Stephen R. Morin, a reporter formerly with the Providence (R.I.) Journal-Bulletin. Morin, on assignment for the Wall Street Journal, could not attend the awards luncheon in Washington. Diakopoulos worked with Morin on the winning series, titled "The Children of Crime." Presenting the award are contest chairman William J. Farson, retired Guild executive vice president, left, and contest judge Ernest B. Furgurson of the Baltimore Sun.

Court backs transit union in test of federal wage law

The Supreme Court kept intact an appellate court decision ordering a publicly owned bus company to comply with federal overtime pay provisions in turning down a plea by Pennsylvania's New Castle Transit Authority.

The high court's action is a victory for 21 members of Amalgamated Transit Union Local 89 whose claims for overtime pay were reinstated by the 3rd U.S. Circuit Court of Appeals last April.

The appellate court ruled that since local and state governmental transit systems rely greatly on federal grants and funds, they cannot use the states' rights provisions of the Constitution to deny workers overtime pay.

The claims, based on two hours' overtime per week for more than two years, total more than $50,000. The ATU has similar suits pending in federal courts in San Antonio, Macon, Ga. and Chattanooga, Tenn.

San Antonio claims

The San Antonio suit involves some 700 members of ATU Local 694 and $1.5 million in unpaid overtime compensation. ATU filed the overtime claims in 1976 and in 1979 the Labor Dept. ordered the local transit authority to make the payments. But the publicly-operated system persuaded a federal district court in Texas to block the payment order on constitutional grounds.

In the New Castle case, the 3rd Circuit Court reversed a federal district court ruling which held that states and their political subdivisions are immune from the overtime pay provisions. The district court cited the 10th Amendment and a 1976 Supreme Court decision that held the Fair Labor Standards Act did not extend to states when they were "engaged in traditional government functions."

The appellate court noted that a March 1982 Supreme Court decision made clear that "states are not free to assume functions historically performed by the private sector and thereby insulate those activities from federal regulation of interstate commerce."

It had noted that prior to 1964, when the Urban Mass Transit Act was passed, the governments were not traditionally involved in the operation of local mass transit systems.

Unemployment continues rising throughout U.S.

Continued from Page 1

Virginia, with an unemployment rate of 16.4 percent, also was hard hit by employment reductions in mining.

Every state reported job losses in manufacturing, BLS said. At least two-thirds of the states experienced decreases over the year in mining, construction, transportation, public utilities, and trade, while over half the states showed reductions in government.

At the same time, BLS said, most states continued to post job gains in finance, insurance, real estate, and services.

The largest overall employment decline from a year earlier occurred in Pennsylvania, where the drop was 260,000. Five other states—California, Illinois, Indiana, Michigan, and Ohio—had job losses exceeding 100,000.

Only two gains

Alaska and Florida were the only states reporting over-the-year gains in employment.

In eight states, employment fell by 4 percent or more over the year. These were Illinois, Indiana, Iowa, Kentucky, Michigan, Oregon, Pennsylvania, and West Virginia. Alaska was the only state with an increase of this magnitude.

Among metropolitan areas, other high jobless rates were posted in Johnstown, Pa., 20.7 percent, and Duluth-Superior, Minn., 20.3 percent. Others were Modesto, Calif., 18.8 percent, and Gary-Hammond-East Chicago, Ind., 18.3 percent.

They came, waited and hoped

Milwaukee—They came by the thousands and stood in line, some of them all night in 17-degree temperature, waiting to apply for one of 200 new jobs openings at A. O. Smith Corp.'s auto frame plant.

By the time the doors closed at the state fairgrounds at 6 p.m. on Jan. 17, applications had been taken from some 12,000 jobless and there were still other thousands in line.

Another 4,500 showed up the following day. The long line of applicants was detoured to snake through another building so the people could warm up. The Red Cross served coffee.

"It was pathetic," said Patsy Cashmore of the Milwaukee County AFL-CIO. "Many of those people are highly skilled workers laid off from their regular jobs." So much for President Reagan's oft-repeated remarks about advertised jobs going begging.

A. O. Smith, a major producer of frames for General Motors cars and Ford trucks, announced the new jobs two weeks earlier. It said a recent upturn in frame demand prompted the hiring.

Latest figures from the Labor Dept. show Milwaukee has a jobless rate of 14 percent, the metropolitan area 11.6 percent, and Wisconsin 11 percent.

"We had expected some big crowds, but nothing like this," said A. O. Smith's Jack Birchhill. The firm which has a current workforce of 3,728, said the new jobs are for welders and press-operators. Plant workers are members of Directly Affiliated Local Union 19806 and the Machinists.

Committee lineups reflect Democratic gains in House

Continued from Page 1

tilted from a 19-14 to a 20-10 Democratic majority. New members, all first-termers, are Democrats Major R. Owens (N.Y.), Frank Harrison (Pa.) and Rick Boucher (Va.), along with Republicans Steve Bartlett (Tex.) and Ronald C. Packard (Calif.). The committee remains firmly liberal.

Democrats left unchanged their 23-12 majority on the Ways & Means Committee, whose jurisdiction covers more of labor's program than any other committee. Winners of the hot competition to fill vacancies were Democrats Ronnie G. Flippo (Ala.), Byron L. Dorgan (N.D.), and Barbara B. Kennelly (Calif.). On the Republican side, new members are Carroll A. Campbell, Jr. (S.C.) and William M. Thomas (Calif.).

Coveted posts

The Appropriations Committee isn't quite the power base it was before Congress adopted its present budget procedure. But it remains a coveted assignment and the Democratic majority has been increased from 33-22 to 36-21. Bill Bonner (Tenn.), Steny H. Hoyer (Md.), Bob Carr (Mich.) and Robert J. Mrazek (N.Y.) are the new Democrats; Republicans added Harold Rogers (Ky.).

Other House committees dealing with legislation affecting labor's concerns also increased their Democratic majorities. Banking, Finance & Urban Affairs went from 25-19 to a 29-17 ratio. Energy & Commerce shifted from 24-18 to 27-15. Judiciary tilted from 16-12 to 20-11. Merchant Marine & Fisheries moved from 20-15 to 25-14. Post Office & Civil Service went from 15-11 to 15-9. Public Works & Transportation changed from a 25-19 to a 29-17 Democratic majority.

Few new senators

The five new senators are the smallest freshman class since the direct election of senators was established by constitutional amendment early in the century. Thus, there are relatively few changes in Senate committee assignments or party ratios.

One change of note was the decision by Sen. Ernest F. Hollings (D-S.C.) to give up the post of ranking minority member on the Budget Committee to become ranking minority member of the Commerce Committee. Replacing him as the top Democrat on the Budget Committee will be Lawton Chiles (Fla.).

New Republican members of the Senate Labor & Human Resources Committee are Charles E. Grassley (Ia.) and Alfonse D'Amato (N.Y.). They replace Paula Hawkins (Fla.) and John East (N.C.), who chose to move to other committees. The Democratic lineup is unchanged, with Sen. Edward M. Kennedy (Mass.), continuing as the committee's ranking minority member.

Panel presses railroad unions to accept Long Island accord

A presidential emergency board recommended that all 14 unions bargaining on a new contract with the Long Island Rail Road accept the wage terms of a contract already agreed to by eight of them.

The panel, established last Nov. 16 under a White House Executive Order, also recommended that the unions that have not reached agreement accept certain workrule changes that the other unions agreed to.

The Railway & Airline Clerks and the unaffiliated Teamsters have ratified an agreement with the LIRR, and four other unions have tentatively accepted pacts but not given final approval. The four are the Sheet Metal Workers, Signalmen, Firemen & Oilers and Boilermakers & Blacksmiths.

In addition, the International Brotherhood of Electrical Workers accepted an agreement that was rejected by the carrier's parent organization, the New York Metropolitan Transportation Authority. Negotiators for the unaffiliated American Railway & Airway Supervisors Association also accepted a pact, but this was rejected by its members.

No agreement has been reached by the Machinists, Carmen, Yardmasters, United Transportation Union, and the unaffiliated Locomotive Engineers and Police Benevolent Association.

The Long Island Rail Road has some 7,300 employees, about 6,700 of them members of the 14 trade unions. It carries some 283,000 passengers each week day, mostly on a through-service from the eastern end of Long Island to Manhattan.

The presidential panel filed its report with the White House on Jan. 4. The parties must maintain the status quo for at least 90 days during which further bargaining could occur. If there is not agreement by Apr. 4, the unions would be free to strike.

When no settlement could be reached under provisions of the Railway Labor Act, including the National Mediation Board's proffer of arbitration, the parties were released from mediation Oct. 19, triggering off a 30-day waiting period before self-help could have been taken Nov. 19.

But on Nov. 11, the carrier requested creation of a presidential emergency board under a provision of the Railway Labor Act.

A major change in the pattern settlement recommended by the board would bring "new hires" in nonoperating crafts and classes to the payroll at 80 percent of the full rate during their first year of employment. For each of the next four years, there would be a 5-percent increase until the employee reached the 100-percent status.

'83 conventions slated by AFL-CIO affiliates

Below is a list of conventions scheduled for 1983 by AFL-CIO national and international affiliates, departments, and state central bodies. Changes and additions will be reported.

DATE	ORGANIZATION	PLACE
Mar. 28-30	Louisiana	Baton Rouge
Apr. 6-9	Utility Workers	Hollywood, Fla.
Apr. 25	Metal Polishers	Louisville, Ky.
May 9	Plate Printers	New York
May 11-13	Arizona	Tucson
May 15-20	Auto Workers	Dallas
May 17-20	Pennsylvania	Philadelphia
May 23-27	Laundry & Dry Cleaning Union	Pittsburgh
May 26-June 3	Ladies' Garment Workers	Hollywood, Fla.
June 5-9	Insurance Workers	Las Vegas, Nev.
June 5-9	Office & Professional Employees	Hollywood, Fla.
June 6-8	Idaho	Pocatello
June 6-10	Communications Workers	Los Angeles
June 9	Actors & Artistes	New York
June 12-17	Grain Millers	St. Paul, Minn.
June 13-26	Flint Glass Workers	Miami Beach, Fla.
June 20-22	Arkansas	Hot Springs
June 27-30	Michigan	Detroit
June 27-30	Musicians	Phoenix
June 27-July 1	Newspaper Guild	Cleveland
July 3-8	Teachers	Los Angeles
July 18-23	Longshoremen	Hollywood, Fla.
July 19-22	Stove, Furnace & Appliance Workers	Colorado Springs, Colo.
July 25-27	Police Associations	St. Thomas, V.I.
July 25-30	Railway & Airline Clerks	Hollywood, Fla.
July 27-30	Texas	Austin
July 31-Aug. 6	Food & Commercial Workers	Montreal
Aug. 1-5	Aluminum, Brick & Glass Workers	Las Vegas, Nev.
Aug. 1-5	Oil, Chemical & Atomic Workers	San Francisco
Aug. 6-12	Typographical Union	San Francisco
Aug. 15	United Transportation Union	Miami
Aug. 15-26	Railway Carmen	Kansas City
Aug. 17-19	Utah	Salt Lake City
Aug. 18-20	Montana	Butte
Aug. 22-24	Tennessee	Nashville
Aug. 31-Sept. 1	Building & Construction Trades Dept.	Orlando, Fla.
Sept. 3-5	Farm Workers	Fresno, Calif.
Sept. 3	Siderographers	Washington, D.C.
Sept. 5-9	British Trades Union Congress	Blackpool, England
Sept. 11	Allied Industrial Workers	Chicago
Sept. 14-16	North Carolina	Asheville
Sept. 15-17	North Dakota	Fargo
Sept. 18-21	Minnesota	Minneapolis
Sept. 19-22	Oregon	North Bend-Coos Bay
Sept. 21-23	Connecticut	New Haven
Sept. 23-24	Delaware	Rehoboth Beach
Sept. 23-25	Vermont	White River Junction
Sept. 25-29	Florida	Jacksonville
Sept. 25-Oct. 1	Amalgamated Transit Union	Las Vegas, Nev.
Sept. 26-28	Nebraska	North Platte
Sept. 29	Professional Employees Dept.	Hollywood, Fla.
Sept. 29-Oct. 1	Labor Press Association	Hollywood, Fla.
Sept. 26-27	Food & Beverage Trades Dept.	Hollywood, Fla.
Sept. 29-30	Maritime Trades Dept.	Hollywood, Fla.
Sept. 29-30	Metal Trades Dept.	Hollywood, Fla.
Sept. 29-30	Union Label & Service Trades Dept.	Hollywood, Fla.
Oct. 3	Telegraph Workers	San Diego
Oct. 3-7	Woodworkers	Portland, Ore.
Oct. 4-7	Massachusetts	Boston
Oct. 5-7	Kansas	Topeka
Oct. 9-12	Train Dispatchers	Chicago
Oct. 14-15	Rhode Island	Providence
Oct. 16	Roofers	Phoenix
Oct. 19	Georgia	Atlanta
Oct. 19-21	West Virginia	Charleston
Nov. 2-4	Maine	Rockport
Nov. 7-9	Flight Engineers	Madrid, Spain
Nov. 10-12	South Carolina	Myrtle Beach
Nov. 16-18	Oklahoma	Tulsa
Dec. (no date)	Horse Shoers	Lexington, Ky.

AFL-CIO MEETINGS

Feb. 21-28	Executive Council	Bal Harbour, Fla.
Mar. 21-23	Regional Conference	Memphis, Tenn.
Mar. 24-25	Secretary-Treasurers' Conference	St. Louis
Mar. 28-Apr. 1	Education Conference	Nashville, Tenn.
Apr. 11-13	Regional Conference	Albuquerque, N.M.
Apr. 13-15	Regional Conference	Los Angeles
Apr. 25-27	Regional Conference	St. Paul, Minn.
Apr. 27-29	Regional Conference	Niagara Falls, N.Y.
May 24-25	Executive Council	Linthicum Hgts., Md.
June 6-8	Regional Conference	Cincinnati
June 8-10	Regional Conference	Kansas City
Aug. 8-10	Executive Council	Boston
Oct. 1	Executive Council	Hollywood, Fla.
Oct. 3-7	Biennial Convention	Hollywood, Fla.
Dec. 13	Executive Council	Washington
Dec. 14	General Board	Washington

EDITORIALS

A Workable Solution

THERE ARE, of course, more equitable and more desirable ways to shore up the social security trust funds than the package of recommendations made by the National Commission on Social Security Reform.

But in terms of the politically possible, this bipartisan commission succeeded admirably.

From the AFL-CIO's viewpoint, an infusion of general revenue funds and full taxation of employer payrolls would better meet a test of fairness. It was the committee's task, however, to shape a consensus, not a series of position papers.

Of course, if the Reagan Administration had its druthers—based on the proposals it submitted to Congress in 1981—benefits would be cut back to the point that relatively few workers could afford to retire in their sixties.

Congress recoiled in political horror from the Administration plan and the White House quickly backpedaled. But the short-term funding problems of the social security system continued to worsen under the persistent pounding of high unemployment and high inflation. Most worrisome of all, there was no consensus in Congress on what should be done and, seemingly, no likelihood of one.

IT IS AGAINST this backdrop of political reality that the work of the National Commission on Social Security must be judged.

It got on the right track by rejecting any drastic change in the nation's social security system, including the clearly unworkable scheme of making the system voluntary.

And it stayed on the right track by reaching a consensus on the amount that would have to be raised or saved to keep the system solvent.

It then struggled—painfully at times—to narrow the differences to the point that an agreement was possible.

To its great credit, the politically divided commission did come up with a workable solution to the social security system's financial problems—one that focuses on funding benefits, not cutting them. It provides needed assurance to America's workers and retirees that benefits earned over their working lives will in fact be paid and that generation will not be set against generation.

It did not, unfortunately, give federal and postal workers the assurance to which they are entitled about the integrity of the civil service retirement system.

But with that caveat, the commission has done well—better, in fact, than almost anyone expected.

Some Centennial

THIS IS the centennial year of the federal civil service law that ended the notorious buying and selling of government jobs and marked the start of a career service.

It would, normally, be occasion for some deserved praise of the men and women who staff our space centers, inspect the health and safety of our workplaces, deliver social security checks on time and perform the myriad tasks that a modern society demands of its government.

Instead the centennial has been marred by the Administration's continued degrading of government workers.

Leaders of the AFL-CIO Public Employee Dept. sought a meeting with President Reagan after news reports surfaced that the budget would call for a pay freeze for federal workers and a slash in retirement benefits.

The cold response, suggesting that they take up the matter with the government's personnel director, was characterized by PED President Kenneth T. Blaylock as telling federal workers and their unions to "drop dead."

Happy civil service centennial.

'He'll be OK'

Washington Window

Revived housing measure pegged to jobs creation

By Press Associates, Inc.

The first bill introduced in the new 98th Congress would provide job-creating public housing construction and rehabilitation.

H.R. 1—the Housing and Urban/Rural Recovery Act—also would provide needed funds in coming years for rental and operating assistance to existing public housing.

In addition, it would provide mortgage interest rate subsidies to homebuyers and emergency loans to jobless homeowners facing foreclosure.

The bill is identical to one approved last May by the House Banking Committee, only to die in the "do-little" 97th Congress. It was introduced both times by Rep. Henry Gonzalez (D-Tex.), who chairs the Banking Committee's housing subcommittee.

The Gonzalez bill, hailed as a big step in the right direction by organized labor and the National Low-Income Housing Coalition, faces brighter prospects in the 98th Congress. "We're going to move early this year," said Gerald McMurray, staff director of the subcommittee.

No funding

Because of inaction in the 97th Congress, the current fiscal year began on Oct. 1, 1982, with no funds for low-income housing assistance for the first time since the 1930s.

In the midst of the Great Depression, when President Roosevelt declared that a third of the nation was ill-housed, the first federal housing programs began under the Public Works Administration (PWA).

Since that time, about 4 million federally subsidized housing units have been built. But under the Reagan Administration, the nation has been backpeddling from the goal of adequate housing for all.

"The situation was created by an Administration that wanted to dismantle everything created over the past 50 years," said McMurray.

The year before President Reagan took office, Congress set funding for housing programs at $30 billion.

But for fiscal 1982, Congress went along with most of Reagan's proposed housing cutbacks and appropriated only $17.4 billion. From that amount, it later sliced about $4 billion under Administration pressure.

Presidential veto

Congress last summer passed a bill to subsidize mortgage payments, spurring construction at the same time. The bill, sponsored by Sen. Richard G. Lugar (R-Ind.), was vetoed by Reagan.

Absorbed during much of the spring and summer with debating the merits of the Lugar bill, Congress delayed consideration of broader low-income housing programs such as the Gonzalez bill. So the new fiscal year began with zero funding for housing production.

Late in its lame-duck session in December, Congress included in its stop-gap appropriations bill some funds for rehabilitation of public housing. But the only funds for construction of low-rent housing were for 14,000 units for the elderly and 2,000 units for American Indians.

The upturn in housing construction in recent months is encouraging. But December's 1.43 million annual start rate is still low compared to the 2 million level in the late 1970s. Labor experts say that 2.2 million new units are needed each year.

Reagan's commission on housing reported last spring that there are 7.5 million people who need housing assistance and aren't getting it.

Enactment of the Gonzalez bill, over the President's veto if necessary, would be a good start toward meeting the nation's housing needs and putting Americans back to work.

AFL-CIO news

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Vol. 28, No. 3 SATURDAY, JANUARY 22, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
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MEMO FROM COPE

Some Grim Words About the Reagan Presidency

It's true, the *Washington Post* and *New York Times* are not the universe. But what these two papers are saying about the Reagan Administration is echoed by other observers in other communities throughout the land. Here are recent samples.

Washington Post political columnist David Broder, Jan. 12, 1983: "What we are witnessing is not the mid-point of the Reagan presidency, but its phase-out . . . an accelerating retreat from Reaganism, a process in which he (the President) is more spectator than leader. . . .

"Power is moving away from Reagan in the ongoing work of government. What began as a process of delegation (of responsibility to aides) is rapidly approaching abdication. . . . His detachment is extraordinary. . . ."

When aides bring to Reagan ideas to deal with crucial problems, Broder says, the President does not raise "important questions . . . or suggest alternatives. No one pretends that Reagan contributes to the policy-analysis process in that way."

Rather, he asks how these ideas "could be reconciled with his promises of 1980-81 and the simplistic rhetoric of his 30 years on the conservative banquet circuit."

***New York Times* editorial, Jan. 9, 1983: "The stench of failure hangs over Ronald Reagan's White House."**

Helms PAC Top Fund-Raiser at $10 Million

Interested in big money?

If you are, that gives you something in common with Jesse Helms, the frequently filibustering ultra-right Senator from North Carolina.

But where you and he part ways is that you only dream about big money.

He gets it . . . big political money.

He's got this neat thing going in North Carolina, the National Congressional Club. It was formed by him and some supporters. It exists to serve him and his whims.

It was the biggest political action committee in the country in terms of funding last year. NCC hauled in $9,053,645 in the election cycle Jan. 1, 1981-Oct. 13, 1982, according to a Federal Election Commission report. By the time final FEC figures are in, closing out the cycle to Dec. 31, 1982, Jesse Helms's plaything could go over $10 million. He used to be called the "Six Millon Dollar Man," for his 1978 campaign kitty. Now he's up to 10.

Big money flowed to a batch of ultra-right PACs, in fact. Five of the top 10 money-raiser PACs are ultra-conservative organizations, FEC figures show.

In second place was the National Conservative PAC, which spends a bundle on so-called "independent expenditure" campaigns, attacking pro-worker U.S. Senate and House incumbents even before their opponents enter the ring.

NCPAC collected $8,923,438, but got little for it in 1982. Triumphant in major U.S. Senate races just two years before, NCPAC was virtually blanked in 1982. NCPAC, for example, shelled out more than $800,000 to defeat Sen. Paul Sarbanes in Maryland. It failed.

Fourth among the top 10 was the Fund for a Conservative Majority, $2,490,141; sixth was Citizens for the Republic (originally formed as an arm of early campaigns of Ronald Reagan), $2,292,363; seventh, Committee for the Survival of a Free Congress, $2,134,562. These five right-wing PACs alone collected nearly $25 million in political contributions.

Others in the Top 10:

Third place, Realtors PAC, $2,772,281. Fifth, American Medical Association PAC (AMPAC), $2,375,774. Eighth through tenth respectively: National Committee for an Effective Congress, $2,131,-563; Fund for a Democratic Majority, $2,126,180; Committee for the Future of America, $1,971,135.

Talking about money, figures compiled by the House Democratic Study Group show three Republican committees raised $180.4 million for the 1982 elections to $27.4 million raised by their Democratic counterparts.

When it was all over, GOP committees even had the luxury of a $6.3 million surplus. Democrats came out $2.2 million in the red.

During the 1981-82 election cycle, the report says, the GOP Congressional Committee raised $54.5 million, the GOP Senate Campaign Committee $46 million, the GOP National Committee $80 million-plus. In contrast, the Democratic House Campaign Committee raised $6.3 million, Senate Campaign Committee $5.6 million, and the National Committee $15 million-plus.

Not shown in national figures computed by the FEC are the enormous amounts of political funds generated by state chapters of trade association PACs. Thus, the national figures listed for the Realtors PAC and for AMPAC will actually be dwarfed by totals amassed by their various state chapters for use in state-level elections.

The Top 10 list changes significantly when the category is not *funds collected,* as above, but *contributions* to federal candidates. Right-wing PACs disappear, because such huge portions of their funds are in turn *spent to raise other funds,* and big chunks of it, as well, go into "independent expenditures" campaigns which are not contributions directly to a candidate.

The Realtors and AMPAC run one-two in direct contributions, followed by the Auto Workers, Machinists and National Education Association. Next in line are four more trade groups—Bankers, Home Builders, Milk Producers, Auto and Truck Dealers. Rounding out the list is AFL-CIO COPE.

Don't get the notion that because some union PACs made the Top 10 union PACs over-all are in the same financial league with corporate, trade and right-wing PACs. In *direct* contributions to federal candidates, union PACs are on the short end of a 3-1 margin. Add right-wing "independent expenditures" and you approach a 4-1 deficit for union PACs. Throw in all the spending of state legislative and ballot issue elections, and union PACs are left in the dust of at least a 10-1 ratio.

Even the 3-1 federal campaign margin will balloon to at least 4-1 or 5-1 when final figures are in. The habit of corporate and trade groups in the past couple of campaigns has been to dump enormous sums on their candidates in the last few weeks leading up to election day.

As of Oct. 13, 1982, corporate PACs had contributed $25.2 million, trade PACs $20.7 million, right-wing PACs about $6 million. Labor PACs had contributed nearly $17.7 million.

While no single corporate PAC contributed as much as the top handful of labor PACs, the corporate PAC bulge is explained by the fact there are five times as many of them. At that, there were some pretty hefty corporate contributions to federal candidates. Tenneco PAC kicked in $418,400, Winn-Dixie stores $238,375, eight others between $162,000 and $216,000.

Odds 'n Ends

IF YOU DIDN'T NOTICE, it's over—the gubernatorial race in Illinois, that is. Ten weeks after election day, the state supreme court refused challenger Adlai Stevenson's appeal for a recount. That made it official: Gov. James Thompson the winner by 5,074 votes, a margin of only one-tenth of 1 percent of the ballots cast.

QUICK . . . CAN YOU NAME most of the declared candidates for the 1984 presidential nominations? Bet you can't. Take a brief pause while you try. Done? Did you name Gerry Brooks, the draftsman from Detroit? Nell Fiola of Burnsville, Minn.? Robert Brewster, Orlando, Fla., who heads the Christian Non-Lawyer ticket (can't stand lawyers)? Lester Byerly, Manahawkin, N.J.? You probably named Hart, thinking of Sen. Gary Hart (Colo.) who's campaigning for the Democratic nomination. But there's also Sammy Hayes Hart of Tampa, Fla. These and others—34 in all, exclusive of the established political figures—have filed officially as presidential candidates with the Federal Election Commission. What does it take to be an "official" candidate? No more than a postcard to the FEC declaring your intention.

SENATE MAJORITY LEADER Howard Baker (Tenn.) reportedly has signalled privately that he will not seek re-election in 1984 for a fourth Senate term. Instead, he's looking to higher office—a presidential try in 1984 if Ronald Reagan does not seek re-election, in 1988 if Reagan does.

LEST WE FORGET, it was exactly a year ago that the President and top aides were predicting "the recession is expected to end early in 1982, followed by a resumption of growth by mid-year," that unemployment would peak by spring and drop to 8.4 percent by the end of 1982, that, in the words of Treasury Secretary Regan, "the economy will come roaring back." So much for tea leaves.

'LIFE-THREATENING' is the phrase the Children's Defense Fund uses to describe Administration cuts in health services for poor mothers and children. The group charges "many thousands . . . are being denied services vital to life and health."

Item from Department Of 'Small World Isn't It?'

The National Right to Work (for less) Committee doesn't let any grass grow under its feet—not when there's a chance to raise funds.

A recent Supreme Court decision had upheld a Federal Election Commission ruling that said NRTWC couldn't solicit funds for its political front, the Employees Rights Campaign Committee, from past contributors to NRTWC. The basis of the decision was the NRTWC is not a genuine membership organization.

The day after the Supreme Court decision, NRTWC showed up at the FEC and filed papers creating *three* new PACs, all with the same address, same bank, same treasurer—the National Right to Work PAC, the Right to Work PAC, the National Freedom to Work PAC.

All three claim to have no affiliation with any other organization or committee—that includes with the parent NRTWC and with each other.

One guess who the treasurer is of all three PACs.

Reed Larson, head man of the National Right to Work (for less) Committee. Small world, isn't it?

Federal aid slash bleeds states, cities

By Arlee C. Green

The Reagan Administration's cutback of $57 billion in federal aid over a three-year period has pushed state and local governments to the brink of disaster and further reductions could send them over the edge, public employee unions charged.

In a jointly prepared, 135-page report, the State, County & Municipal Employees and the AFL-CIO Public Employee Dept. analyzed the state-by-state impact of the cuts, which AFSCME President Gerald W. McEntee said have led to a "significant and substantial" decline in public services.

"Every community in the country has been affected in a very damaging way by reductions in federal aid," McEntee said.

"Our report is a simple and direct message to the President and the Congress that further reductions in federal assistance to state and local governments would be misguided social, as well as economic, policy. Additional cutbacks will only deepen the recession and stifle recovery."

Budget trends

The report noted several trends in the Reagan Administration's budget choices:

- A shift in federal resources from health, education, training, social services and infrastructure programs toward unprecedented peacetime military expenditures.
- The "pro-cyclical nature" of federal budget policy that is reducing federal assistance to state and local governments in the midst of a recession, thereby further dragging the economy downward.
- The de-facto accomplishment of Reagan's "new federalism" proposal through reduction in federal funding for social programs.

The report estimated total reductions in federal aid to state and local governments at $57 billion over the three-year period from fiscal year 1982 through 1984. For many key programs, such as employment training, community services, center for disease control and economic development, the cuts exceed 50 percent. If current trends continue, the report warns, by 1985 federal aid to states "will fall to pre-Great Society levels."

Spending swaps

Grants-in-aid to state and local governments have fallen from 12.7 percent of the federal budget in 1981 to a projected 8.8 percent in 1984. Meanwhile, defense spending has climbed from 24.2 percent to 29 percent of the budget.

McEntee charged that "these figures

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AFL-CIO news

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LEGISLATIVE ALERT!
PAGE 8

Reagan's mid-term stand scored

Change the course

Congress must reverse "disastrous" Reagan Administration policies that have left America battered by recession and strained by social conflict, AFL-CIO President Lane Kirkland urges. Joining in the news conference at AFL-CIO headquarters are, from left, NAACP Executive Director Benjamin L. Hooks, National Organization for Women President Judith Goldsmith, and Gerald W. McEntee, president of the State, County & Municipal Employees.

Kirkland says policy shift essential to end recession

By David L. Perlman

An America battered by recession and strained by social conflict can't afford another year of "disastrous" Reagan Administration policies, AFL-CIO President Lane Kirkland warned.

Labor's protest at the "stay-the-course" theme of President Reagan's televised State of the Union address was joined by major civil rights and women's organizations. In a statement read by Kirkland at a news conference at AFL-CIO headquarters, they called on Congress to inject "fairness and equity" into the government's budget and policy decisions.

Only the wealthy have been "immune from the pain of Reaganism," the joint statement stressed.

Reagan-induced woes

NAACP Executive Director Benjamin L. Hooks protested Reagan's continued use of domestic spending as a scapegoat even though it is the President's tax cuts that have brought about record deficits.

State, County & Municipal Employees President Gerald W. McEntee said 12 million jobless Americans don't share President Reagan's confidence that "America is on the mend" or his opposition to large-scale job programs.

The president of the National Organization for Women, Judith Goldsmith, told the news conference that women are "tired of empty gestures" from an Administration that regards serious human rights issues as merely "image problems."

Other signers of the statement included President Dorothy S. Riding of the League of Women Voters, National Urban League President John Jacob and Auto Workers President Douglas Fraser.

A host of other unions issued statements sharply critical of portions of the President's State of the Union message directly affecting their members.

Federal pay freeze

They included federal employee and postal unions angered by Reagan's plan to freeze all pay raises and retirement benefits for both federal civilian employees and persons in the military services.

At the news conference, Kirkland was asked whether he thought the President's State of the Union address indicated that Reagan is "more willing to compromise and is more flexible" on his program. That was the thrust of some of the news stories on the speech.

Kirkland acknowledged the "relatively moderate tone" of the language used by Reagan.

Same old stuff

"But the substance of the program that he put forward," Kirkland stressed, is "clearly the same old stuff—further cuts for the poor, further tax breaks for employers, and a continuation of the same rigid doctrine."

As for Reagan's call for "bipartisanship," Kirkland observed that a president who is riding high in the public opinion polls asserts a "mandate" for whatever he wants to put through. But "when the polls

Continued on Page 6

Loss of insurance poses health crisis for jobless

AFL-CIO Vice President Douglas A. Fraser warned Congress that the problem of lost health protection for the jobless during the current recession is so serious it may end up costing the nation as much in "damaged and lost lives" as unemployment itself.

Fraser, testifying for the federation and as chairman of the Health Security Action Council, told a House subcommittee that providing health care for the unemployed is a "massive" national problem that calls for immediate national solution.

He pointed out that those who have lost health insurance protection because of the recession include the official total of 12 million unemployed plus the 1.8 million too discouraged to look for work and at least half the 6.3 million forced to work part-time because no full-time work is available. When dependents are added in, Fraser said, the total is at least 25 million to 30 million Americans.

Subcommittee Chairman Henry A. Waxman (D-Calif.) called the oversight hearing to bring attention to the "tragic" effects of unemployment on health care.

Job-linked coverage

Because the nation's private health insurance system is so closely linked to employment—over 85 percent of all workers gain access to health insurance coverage through their employers—the recession has severely cut into the delivery of health care to the unemployed. Most unemployed workers do not qualify for Medicaid or other health care alternatives.

Waxman noted that the Hill-Burton Act, which could be useful to the unemployed in providing health care services, faces non-enforcement and possible rule changes by the Reagan Administration.

Under Hill-Burton requirements, hos-

Continued on Page 4

Labor blasts bid to weaken protections for child labor

The AFL-CIO registered strong opposition to the Reagan Administration's plans to weaken child labor protections. Coming at a time when 12 million Americans cannot find jobs, the federation said the idea of encouraging the entry of more children into the workforce is "stunning."

It reaffirmed labor's objections to any increased use of child labor or any attempts to relax the regulations that now prevent the exploitation of children. The AFL-CIO outlined its position in a formal comment sent to the Labor Dept. on proposed changes in child labor regulations issued by the Administration last July.

If children are to become healthy and competent adults, the AFL-CIO statement stressed, their primary activity should be schooling, not working. It said the administration's plans would permit the Labor Dept. to "abdicate" its responsibilities for protecting children from exploitation.

The changes also would encourage the employment of young teenagers "in hazardous workplaces from which they have previously been excluded, for long periods and at late hours," the statement noted.

It said the changes are also likely to result in the displacement and unemployment of other workers now earning only the minimum wage, among them older teenagers, minorities, women and senior citizens.

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The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

1/29/98

IUD executive council drafts proposal for federal program to aid occupational disease victims.

IUD asks federal program for victims of job disease

The AFL-CIO Industrial Union Dept. is mounting a legislative campaign for a new federal program that would provide aid to workers and their families who face the high risk of death and disability from job-related disease.

The two-part program was spelled out in a resolution adopted by the IUD executive council at its winter meeting.

In other action, the council established a new subcommittee, chaired by UAW President Douglas Fraser, to develop the framework for an industrial policy to revitalize the nation's industrial sector.

The council also took steps to refocus its resources on those committees with the best prospects for advancing to higher levels of bargaining coordination. Presently, 40 unions participate in 71 committees, involving 2,200 bargaining units and 750,000 workers.

New members

Elected to fill vacancies on the council were President William Bywater of the Electrical, Radio & Machine Workers and President Patrick Campbell of the Carpenters.

Under the high-risk compensation plan, as outlined by the IUD, the first part would be administered by the National Institute of Occupational Safety & Health, which would identify workers who are in high-risk jobs.

NIOSH would also administer a Risk Assessment Board and coverage for high-risk workers would be based on an epidemiological trigger, a level at which high-risk workers would automatically be covered.

The second part calls for a new federal program to compensate disabled workers and their families through industry trust funds. A new federal agency would adjudicate claims and begin a national record-keeping system on occupational illnesses.

Automatic benefits

Compensation would be virtually automatic where occupation is linked to a worker's disease or disability. Workers and the agency would have the authority to sue corporations and individual corporate officers in cases of criminal or gross negligence. There would also be safeguards preventing insurance firms from excluding workers in high-risk jobs from existing health insurance coverage.

The IUD stressed that the programs are essential for the 100,000 workers who die and the one million who become disabled every year because of exposure to toxic substances on the job.

"A comprehensive program . . . is critical if we are to end this chronic, massive national epidemic based on ignorance, apathy, and inaction," said the IUD.

Broad coverage

Past legislative efforts have centered on the compensation issue only. What is needed, said IUD, is a mechanism to help prevent worker's diseases and to aid those who do develop work-related diseases. It noted legislation cannot be aimed at just one or two toxic agents. There must be help for "all workers made sick by conditions at work."

The department explained that occupational disease episodes are publicized by the media, drawing attention to the pain suffered by victims of radiation, asbestos, kepone, cotton dust, benzidine and many other hazardous substances. However, when the media attention is drawn elsewhere, the majority of victims are left suffering and completely unassisted.

Millions of workers are uninformed about the hazards they face in the workplace as well as what can be done to reduce those risks, it noted. Of those diseased or disabled by job-related exposures, only about 10 percent receive benefits from state workers' compensation systems, most of which deal with traumatic injuries, not occupational diseases.

Labor Dept. plans to appeal ruling on Davis-Bacon

The Labor Dept. has served notice that it will appeal a federal district court's ruling invalidating regulations severely weakening Davis-Bacon Act prevailing wage protections.

Judge Harold H. Greene in late December granted the request of the AFL-CIO and the Building & Construction Trades Dept. for a permanent injunction invalidating the regulations as contrary to Congress' intent in setting wage standards for federally financed construction.

Judge Greene allowed only one section of the regulations to go into effect—a change in the rule establishing the prevailing wage as the rate received by at least 30 percent of the workers in the job classification in the labor market surveyed. The new requirement would be 50 percent.

BCTD President Robert A. Georgine expressed regret that the Labor Dept. was not willing to accept the district court ruling. Now that the issue will be further considered at the appellate level, he said, the unions will for their part seek reversal of the portion of Judge Greene's decision allowing the Labor Dept. to scrap the 30 percent rule.

Retired legislative aide June Pickett dies at 82

Naples, Fla.—June Pickett, a retired AFL-CIO legislative aide, died recently of a heart attack in Naples, Fla. She was 82 years old.

She joined the CIO legislative department in 1943, and later was on the federation's legislative staff until her retirement in 1968. She was a member of the Newspaper Guild.

A memorial service was held in Naples. She is survived by two sisters.

Union fund helps jobless members avert foreclosure

The Sheet Metal Workers unveiled a nationwide rescue plan for unemployed members to provide foreclosure protection on homes and cars.

SMW President Edward J. Carlough said in announcing the industry-funded program that thousands of the union's members are on the edge of financial ruin as a result of the depressed economy.

"Many are now facing foreclosures—losing their homes and cars," he said. "We felt that something had to be done."

The backbone of the rescue plan is the Stabilization Agreement for the Sheet Metal Industry, funded by employer contributions of 3 percent of gross wages. It was established to provide "underemployment" benefits and health and welfare premium payments to jobless members. The fund has a balance of $32.4 million, Carlough reported.

Monthly payments

He said that beginning Feb. 1, payments would be made monthly to help members who qualify to meet mortgage, rent and car payments.

"We view this action as an emergency step to deal with the hardships many workers are facing," said Carlough. "In the long run, we need a change in economic policies that will bring about long-term growth. But until we put our nation back to work, we believe state and federal aid should be provided and a national moratorium on foreclosures should be declared with the government guaranteeing loans."

Carlough said the SASMI fund is financially sound, even though it paid out $25.5 million in unemployment, health and welfare, travel and training funds in 1982.

The fund covers about 40,000 of the union's 100,000 members in the construction industry. Of that number, about 8,000 are unemployed and about a third of those have established eligibility for benefits by working a minimum number of hours.

ITC supports motorcycle import curbs

Milwaukee — The Allied Industrial Workers welcomed the International Trade Commission's recommendation of a sharp increase in tariffs on large imported motorcycles as a partial response to the union's concerns.

"We are pleased but not satisfied," said Jerry Knackert, president of AIW Local 209 whose members build Harley-Davidson motorcycles here. Harley-Davidson Motor Co., the only American company still making motorcycles, had sought trade relief from the ITC, charging that Japanese imports severely cut its sales and profits and caused the layoff of 1,600 workers—40 percent of its workforce.

"While the ITC recommendation does give the domestic motorcycle industry the relief it needs, it does not address the total problem," said Knackert, who pleaded the union's case before the agency last Nov. 30.

Fading protection

By a 2-to-1 vote, the ITC decided that the existing 4.4-percent import duty on motorcycles with engines of 700 cubic centimeters or larger should be increased to 49.4 percent in the first year of an import relief program to help the domestic industry. The duty would drop to 39.4 percent in the second year, 24.4 percent in the third year, 19.4 percent in the fourth year, and 14.4 percent in the fifth year before reverting to the current 4.4 percent rate.

Without such relief, Harley-Davidson had warned, the company might have to close its doors.

The problem with the ITC recommendation, which is subject to White House review, is that it lumps the manufacturing affiliates of two Japanese companies in with the U.S. domestic motorcycle industry, Knackert said.

Honda of Ohio and Kawasaki of Nebraska assemble engines and power train sub-assemblies, which account for some 75 percent of the costs of a large motorcycle, and market them in the United States. These imported components would not be subject to the higher tariff.

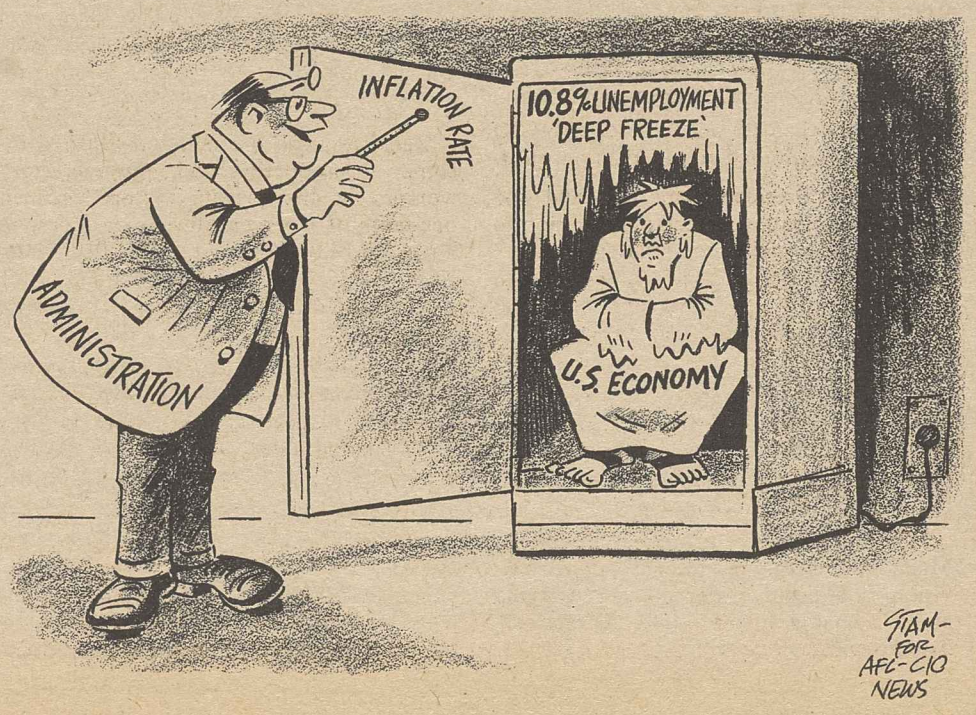
Domestic content

"It is outrageous that a manufacturer should be considered domestic, when only about 25 percent of the cost to produce the motorcycle is domestic cost," Knackert charged. "Tariffs should be imposed on the motorcycle and all the motorcycle-related parts."

Under federal trade law, President Reagan has until late March to accept, reject or alter the ITC recommendation.

While the higher U.S. import duties would primarily affect imports of assembled heavy motorcycles from Japan, they would also apply to machines imported in smaller volume from such countries as West Germany, Italy, and Britain.

'We've Got the Fever Down!'



For social security

Panel members split over retirement age

The bipartisan consensus reached by the National Commission on Social Security Reform did not include a labor-opposed plan to raise the retirement age and reduce social security benefits of those who retire earlier.

A majority of commission members—those selected by President Reagan and Republican congressional leaders—favored raising the normal retirement age from 65 to 66, with the phase-in starting at the turn of the century. It would be raised further if longevity tables showed Americans living to older ages.

AFL-CIO President Lane Kirkland and the four other commission members chosen by Democratic congressional leaders strongly disagreed. They said a rise in the retirement age would amount to a reduction of benefits.

Because of the sharp differences on the issue, the two sides in effect "agreed to disagree." Each side issued a supplementary statement explaining its position.

The consensus recommendations that were sent to Congress as the framework for legislation would raise revenues sufficiently to meet the social security system's short-term needs and an estimated two-thirds of the long-term funding needs.

Shortfall estimate

That left an estimated shortfall, starting about the second decade of the new century, of slightly more than one-half of 1 percent of payroll subject to the social security tax.

The 10 Republican-named members advocated postponing the normal retirement age beyond 65 to meet future social security funding needs.

Eight of them joined in a statement asserting that "given sufficient notice, coming generations of beneficiaries can adjust to a later retirement age." They noted that "Americans are living longer" and suggested that the disability benefits program can be improved so as not to penalize workers who must stop work at an earlier age for health reasons.

The Democratic appointees—Robert M. Ball, Martha Keys, Sen. Daniel P. Moynihan (D-N.Y.) and Rep. Claude Pepper (D-Fla.), in addition to Kirkland—challenged this reasoning.

"We should not cut benefits in an attempt to keep older people at work," they insisted.

The commission's consensus recommendations would raise the additional payments for those retiring after 65, but it would not reduce benefits for others, their statement noted.

Full employment

"The best medicine for social security is full employment and economic growth," the five Democratic appointees stressed.

To deal with the long-term revenue shortage projected by the commission, they suggested a standby rise of 0.46 percent in the payroll tax on workers and employers, starting in the year 2010 if the revenue were still needed then.

The standby plan would be set up, they proposed, with awareness that before it was to take effect Congress might choose an alternative means of closing the funding gap, such as using general revenue instead of the payroll tax.

The same group also urge consideration of legislation that would introduce the concept of "earnings sharing" among married couples that would recognize "the right of each individual to a retirement income based on half of the total retirement credits earned by the couple during their marriage." Thus, working women "would have a continuous record of social security credits when they retire instead of zero credits for years spent in the home."

There are technical problems still to be worked out in this area but "these are not insurmountable," their statement insisted.

In another area, they proposed administering social security through an independent agency under a bipartisan board to improve its operation "and strengthen public confidence in the integrity of the program."

Kirkland's dissent

While citing their support of the consensus recommendations, the statement by the five Democratic appointees took note of the fact that Kirkland had not joined in the recommendation to bring new federal employees under social security.

Kirkland's separate statement in that area stressed the guarantees to which government workers are entitled before there is any tampering with their retirement system. Their concerns should not be shunted aside because Congress is looking for additional revenues for social security, he said.

Kirkland's statement on this point also proposed as a substitute source of funding a requirement that employers pay their share of the social security tax on their entire payrolls, not just the portion now subject to the social security tax.

Leadership Conference on Civil Rights awards ceremony: Lane Kirkland, Douglas Fraser, Rosina Tucker and Benjamin Hooks.

Civil rights leaders brand Reagan record 'disastrous'

The social and economic policies of the Reagan Administration are making the struggle for equal opportunity a major civil rights challenge of the 1980s, the Leadership Conference on Civil Rights charged at its 33rd annual meeting here.

LCCR Chairperson Benjamin L. Hooks, who is also executive director of the NAACP, characterized the Reagan Administration's record on civil rights as "disastrous."

AFL-CIO President Lane Kirkland told the participants that the labor and civil rights movements were well aware they had to disregard the advice of cautious politicians to "give Reaganomics a chance."

Judgment vindicated

"Our movements knew that Reaganomics was a disaster, and our people couldn't afford to wait . . . and we were right," Kirkland said.

The "backbone" of the success of the 1981 Solidarity Day demonstration in Washington to protest the Reagan policies was the "alliance of the trade union and civil rights movements," Kirkland declared.

The AFL-CIO president spoke to the 600 conference participants at a banquet to present LCCR's annual Hubert H. Humphrey Civil Rights Awards to Auto Workers President Douglas Fraser and 101-year-old Mrs. Rosina Tucker of Washington, D.C., who played a critical role in the early organizing efforts of the Brotherhood of Sleeping Car Porters.

He praised Mrs. Tucker as "a symbol of the great struggle" that led to the creation of the union and "that projected onto the world stage" its first president, A. Philip Randolph, "one of the great leaders of the 20th century."

Kirkland noted that Fraser "enlisted in the fight for equal rights, equal justice and equal opportunity" in 1934 when he became a shop steward in Chrysler Corp.'s DeSoto plant in Detroit.

"Not many Americans are old enough to remember the violence and danger that surrounded union organizers in those days," Kirkland said. But he reminded the civil rights leaders that "those of you who marched at Selma and elsewhere in the South in the 1960s can imagine what the Detroit of the 1930s was like."

The auto companies could count on "their own mercenary armies" as well as the help of the city and state police, the courts, the National Guard, bankers, merchants and landlords "to keep workers in their place and to try to intimidate union leaders like Doug Fraser," he said.

But they did not succeed, he said, because "men like Doug Fraser are not easily intimidated, nor can they be bought."

Panel discussions at the conference focused on jobs, the economy and equal employment opportunity, women's economic equity issues and segregation in housing and education.

Legislative agenda

The meeting included a briefing session on LCCR's 1983 legislative agenda with members of Congress, followed by visits to other legislators on Capitol Hill.

The Leadership Conference is a coalition of more than 150 national organizations representing blacks, Asian and Hispanic Americans, labor, major religious groups, women, the elderly, the handicapped, as well as minority businesses and professions concerned with the advancement of civil rights through enactment and enforcement of federal legislation.

It was founded in 1950 by Randolph, former NAACP director Roy Wilkins and Arnold Aronson, LCCR's former secretary.

Television series on labor history begins production

Production is scheduled to begin in February on the first in a series of public television labor history programs, the AFL-CIO Industrial Union Dept. and other backers of the Made in U.S.A. project announced.

The initial feature, titled The Killing Floor, will depict the struggle of Chicago packinghouse workers to organize their union, which is now part of the Food & Commercial Workers. It will be aired on the PBS network's American Playhouse.

The project is the first major series on labor designed for prime-time programming. More than 30 unions, the AFL-CIO and IUD contributed funds to the project.

AFL-CIO President Lane Kirkland said labor's participation reflects the decision to "join the new age of communications . . . as vigorous, sophisticated participants to make sure working America is fairly and honestly portrayed through the pervasive power of television."

IUD Media Committee Chairman J. C. Turner, president of the Operating Engineers, said the role of labor in American life has been largely ignored or distorted by schools and television.

"Presentation of the first production of Made in U.S.A. on national public television is a positive step toward bringing about a change in the public perception," Turner said.

Real wages drop despite inflation ease-up

Inflation slowed markedly in 1982, increasing 3.9 percent as measured by the government's consumer price index, but the advance still outstripped workers' purchasing power, the Bureau of Labor Statistics reported.

Real earnings, the inflation-adjusted income of production and nonsupervisory workers in the private sector, declined one-tenth of 1 percent during 1982 despite a five-tenths of 1 percent rise in December, BLS said. The decline followed a drop of 2.4 percent during the previous 12-month period.

Gross weekly earnings in December averaged $270.92, compared with $269.97 the month before. But after adjustment for the impact of inflation since 1977, December weekly earnings averaged only $167.65.

In its report on consumer prices, BLS noted that the 1982 inflation rate was the lowest annual rise since a 3.4-percent increase in 1972 when wage and price controls were in effect. The CPI posted a seasonally adjusted three-tenths of 1 percent decline in December, BLS reported.

The slowdown in consumer prices generally reflected the recession-induced weakness of the American economy. Economists attribute the drop in the inflation rate to the Administration-supported policies of the Federal Reserve Board, which restricted the supply of money. The tight-money policies pushed interest rates to record levels and plunged the economy into a recession.

Why price rise slowed

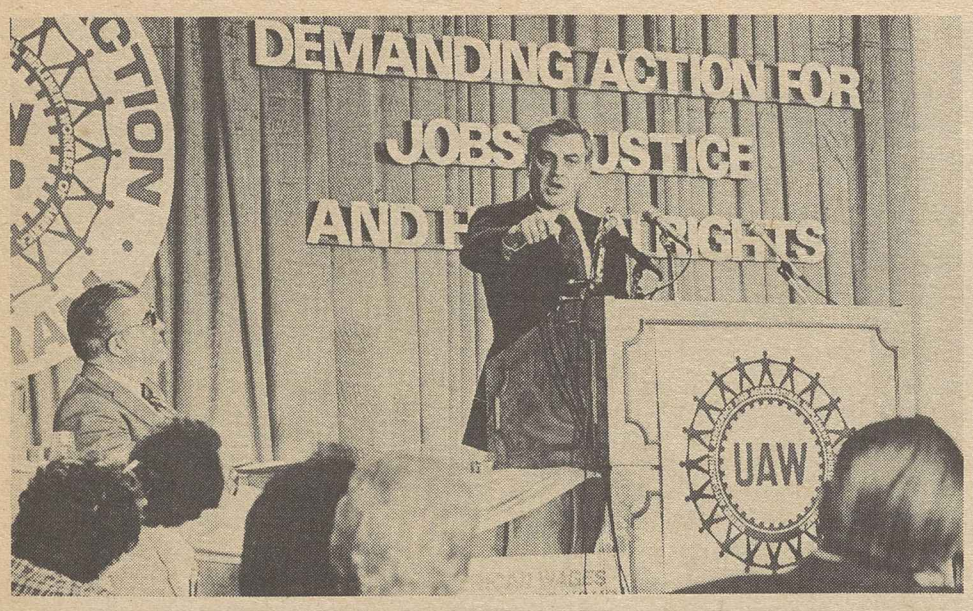
"The decline in prices primarily reflects the renewed decline in the economy," said Jerry Jasinowski, chief economist for the National Association of Manufacturers. As businesses are forced to offer discounts to get rid of unsold surpluses, "it is inevitable that prices would fall," he said.

While interest rates have begun to recede, analysts warn that heavy federal borrowing to finance growing budget deficits could reverse the trend. FRB Chairman Paul Volcker expressed concern that the threat of "huge" budget deficits could interfere with the Fed's efforts to set a monetary course that balances the need for economic recovery with the need for stable prices.

In reporting the December drop in consumer prices, BLS said that most of the decline was accounted for by decreases in housing costs. Mortgage interest rates fell 4.8 percent over the month. Without this decline, the CPI would have been up two-tenths of 1 percent, BLS said. The index rose an adjusted one-tenth of 1 percent in November.

The 1982 increase in the CPI compared with a rise of 8.9 percent in 1981, 12.4 percent in 1980, and 13.3 percent in 1979.

While last year's slowdown was broadly based, BLS said it was most apparent in those sectors which had been largely responsible for the substantial increases in recent years. In particular, the bureau said, the decline in mortgage interest costs and the moderation in energy prices accounted for about three-fourths of the overall rise in the CPI last year.



Reaganomics assailed

Former Vice President Walter F. Mondale scores the Reagan Administration for clinging to economic policies that have driven the nation's unemployment rate to record highs while slashing funds for social programs to aid the jobless and the poor. Mondale spoke to more than 900 delegates to the Auto Workers' Community Action Program conference in Washington, D.C. At left is Owen Bieber, UAW vice president for General Motors.

Labor blasts bid to weaken protections for child labor

Continued from page 1

The proposed revisions to the Fair Labor Standards Act sought by the Reagan Administration would permit 14- and 15-year olds to work later at night and as long as 40 hours a week, depending on whether or not school was in session.

The Administration would also allow young teenagers to work in industries that until now have been considered too hazardous for them, including cooking and baking, laundry and dry cleaning, transportation, some other processing operations and certain construction tasks.

Labor Sec. Raymond J. Donovan wants broad authority to grant individual exemptions from compliance with the standards, and the department wants to drop the requirement that employers must reapply every year for certification to pay full-time students subminimum wages.

Storm of protest

Last August, after a storm of public protest, the Administration put the proposed changes on hold and extended the normal 30-day comment period to 180 days, which expired Jan. 13.

The Administration must now decide whether to issue the proposals as final regulations that could be challenged in court.

AFL-CIO Sec.-Treas. Thomas R. Donahue, testifying last year at a House subcommittee hearing, called the Reagan Administration's proposals a scheme to create a pool of "cheap kiddy labor" for the retail and service industries, among them fast food chains and amusement parks.

In the AFL-CIO statement, sent to the Employment Standards Administration by Economic Research Director Rudy Oswald, the federation cited evidence that children who participate in "work release programs" or who have after school jobs on the average achieve lower grades, have higher absentee and dropout rates, and engage in greater use of drugs and alcohol than non-workers.

Hazardous jobs

The federation emphasized that the proposed changes would not only keep children on the job longer and later, but also permit them to work in jobs and workplaces that already have higher than average injury rates for adults.

Existing occupational health standards are based on adult exposure, and there is insufficient research on what the same hazards would do to growing children, the AFL-CIO warned.

The federation objected to the Administration's plans to drop the annual certification requirement for employers who pay subminimum wages, pointing out that the rule serves a valuable enforcement function, as was intended by Congress.

The Administration's argument that certificaiton is "an administrative burden" for employers is no excuse for the "nullification of a necessary enforcement device," the federation declared.

The AFL-CIO statement also insisted that the Administration's self-proclaimed "new proposal" to let the Secretary of Labor grant broad-brush waivers of "any or all of the restrictions" on children's occupations and hours opens a hole "into which the limitations which the statute imposes can—and predictably will—disappear."

Administrators are "not free to set aside what Congress has required, whatever their views as to its undesirability," the AFL-CIO declared.

It charged that the new regulations are a means of achieving "by weakened enforcement" what the industries who support them could not get Congress to change by law.

Donahue cites urgency

Congressional action pushed to create jobs

Congress must take the initiative in creating desperately needed jobs for American workers, "because it's clear the Administration will not," AFL-CIO Sec.-Treas. Thomas R. Donahue declared.

Donahue urged Congress to act quickly on programs to provide community development supplemental jobs, accelerated public works, and the construction and rehabilitation of low- and moderate-income housing.

"This is no time for business as usual," he asserted. "It is rather a time for expedited hearings, consideration and passage of programs to alleviate in some way the incredible and unacceptable level of unemployment."

Call for action

Donahue's call for congressional action came in a speech to the Public Sector Labor Relations Conference sponsored by the American Arbitration Association and the Labor-Management Relations Service of the U.S. Conference of Mayors.

The need for short-range emergency job creating measures is "extreme," Donahue said, adding that to sense the urgency "our elected leaders need only heed the message from the long lines at the unemployment offices and at the employer's door everytime a handful of jobs are offered."

He said community service development jobs should be created under a new program that would put people to work in traditional local government jobs using federal financing.

Earmarked funding

The funds, targeted to areas with high unemployment, would provide the easiest, quickest way to get money out "both for jobs and for easing the burden on financially strapped local governments," and at least 85 percent of the funds should be earmarked for employee compensation, Donahue said.

He noted that every city planner has lists of needed community repair and service projects, and the program would be "a sound investment with a quick return as taxpayers take the place of the unemployed."

An accelerated public works program is essential, Donahue said, because public investments have fallen "so far behind in providing basic support facilities" like bridges, roads, water and sewer systems, transportation and port facilities.

Effective job generator

He pointed out that a Commerce Dept. study of the 1976 Public Works Act that helped pull the nation out of the 1974-75 recession showed that the $6 billion spent generated 110,000 on-site jobs, 66,000 jobs in supply industries and an additional 249,000 jobs throughout the economy.

In most cases, Donahue noted, decisions on applications for the program were made within 60 days, and construction was started on the projects within 90 days and finished in an average 10.4 months. Most of the projects, he said, cost less than $500,000.

Donahue urged Congress to act on the 14 federal public works programs already on the books which only need appropriations, and he called for government action to spur construction and rehabilitation of low-income and moderate-income housing which was "a particular victim" of high interest rates.

Coordinated policy needed

Over the long range, Donahue said, the nation needs a coordinated industrial policy "that systematically includes the views of labor, industry and the public."

He pointed out that the AFL-CIO has proposed the creation of a National Reindustrialization Board with representatives from labor, business and government working on "a balanced program to insure the revitalization of the nation's sick industries and decaying communities while developing new industries with promise for the future."

Action is also needed "to correct such mistakes as a too-stringent monetary policy" and an attitude toward "free trade" that "exports our industrial base," Donahue stressed.

Health care loss adds to ills of jobless

Continued from page 1

pitals that have received federal funds are required to treat people residing in surrounding communities, provide a certain amount of free services and emergency care to persons unable to pay.

According to Labor Dept. studies, most workers lose health insurance benefits immediately or within a month of layoff. Only 20 percent continue protection beyond three months.

Fraser, who is president of the Auto Workers, said that although it is often possible for laid-off workers to convert group policies to individual policies, the costs are prohibitive for those existing on unemployment insurance. For example, the family premium for a UAW-General Motors policy in Michigan is about $300 a month. An individual policy with substantially fewer benefits costs $200 a month.

He cited a recent situation where an unemployed man who used stolen insurance papers to get surgery for his bleeding ulcers was sentenced to five years in prison.

Unlike other nations

"It's a shameful commentary on the quality of life in America that a man should go to jail because he desperately needed medical care. In almost all industrialized nations of the world, even when health insurance is financed by employer funds, health insurance protection continues without a break during periods of unemployment," Fraser noted.

Although unions, charity organizations and some doctors, hospitals, business groups and health insurance providers are working together to mobilize health care services for the unemployed, Fraser said, they cannot provide "a response commensurate with the size of the problem."

"This intolerable situation would not have existed if Congress had enacted a universal, comprehensive, national health insurance program such as the labor movement and many other progressive organizations have recommended," Fraser said.

Stopgap aid needed

While national health insurance remains a goal of organized labor, Fraser said, stopgap measures are needed immediately to take care of the present emergency.

He urged Congress to consider requiring continuation of insurance coverage of laid-off workers for a longer period and shorter delays in coverage of new hires, changing Medicaid eligibility to cover the unemployed, providing public financing for continuation of a worker's group health insurance, and providing a minimum package of basic health insurance benefits for the unemployed for a limited period.

A plan containing some of these provisions is to be sponsored by Sen. Donald Riegle (D-Mich.). It also includes a long-term plan under which employers would receive tax incentives to continue insurance coverage for unemployed workers.

Another possibility being considered by Congress is to extend Medicare benefits to cover the unemployed. This would have cost an estimated $6 billion in fiscal 1983, and some members of the House panel expressed doubt that Congress would agree to add that much money to already huge federal deficits.

Fraser said any plan to provide reasonable health protection for the unemployed and their families "would not be cheap." However, he said, "the country is going to pay for it sooner or later" and the costs of sickness, disability and death which accompany health neglect may be greater the longer such a plan is postponed. He said the money could be found in the federal budget if "we reorder our priorities."

A panel of four unemployed workers described to the subcommittee what it's like to face health problems without insurance.

Judy Duperry, a member of UAW Local 626 in Bristol, Conn., was refused treatment at a Hill-Burton hospital for her six-year-old son who has borderline leukemia.

Out-of-pocket expense

Camille Laskowski, a member of District 1199 of the Retail, Wholesale & Dept. Store Union, who lives in Elmhurst, N.Y., faces costs of $100 a month for medicines she must take for heart and pancreas ailments plus cystic fibrosis and arthritis.

Mary Williams, a member of Steelworkers Local 2609 in Baltimore, is $2,300 in debt to a hospital for five days of treatment for possible gall stones.

Issac Emerson, a truck driver from York, Pa., has had to pay hundreds of dollars for emergency health care for himself and his four children since his layoff, on top of financial pressures of gas and electricity cutoffs and possible foreclosure on his home. He has had to put off treatment of his children for chronic tonsilitis and heart problems.

Defense issue tied to state of economy

By James M. Shevis

A strong defense is necessary for national security but must not be mounted on the backs of Americans suffering from the effects of the Reagan Recession, AFL-CIO President Lane Kirkland declared.

"Social spending should be driven by social needs. Defense spending should be driven by the external threat to our security," Kirkland said in a speech before the National Strategy Information Center in Washington. The center is a public policy organization devoted to national security education.

Kirkland stressed that Americans should not have to choose between losing their jobs or losing their freedom.

"We pointed out at our last convention," he said, "that 'it is the constitutional responsibility of government to provide for the common defense and to promote the general welfare'—not to choose between the two."

Needed: a strong economy

Both of these constitutional mandates can be supported by a healthy and growing economy, fully employing all those who want and are able to work, the AFL-CIO maintains. However, Kirkland added, "we are compelled to consider the defense budget not only in the security context, but in the budgetary and economic context which has been imposed upon us by this Administration."

The U.S. economy is not healthy, growing or fully employed today thanks to President Reagan's supply-side economic policy, Kirkland declared.

"Instead of the recovery we were promised, we are in the midst of the worst and longest recession since the Great Depression," he observed. "Instead of the balanced budget we were promised, we face unprecedented federal deficits. Instead of the growth of business investment we were promised, we see a decline.

Economic constraints

"I could go on. The point is that the Administration and the Congress have defined the terms of the debate on defense spending. We did not. . . . We have to approach defense spending in terms of the budgetary and economic constraints imposed by the President's policies and their consequences."

As a result of tax cuts for the rich and increased defense spending at the expense of reductions in social programs, a backlash against the Administration's defense budget has arisen, Kirkland noted. And the pressure has come not only from liberal Democrats, but from mainstream Republicans and businessmen.

The response of Defense Sec. Caspar Weinberger has been to accept some cuts —cuts that would deny pay increases to the military "working class," thus undermining the morale on which the nation's all-volunteer army is based and risking the loss of skilled personnel, Kirkland said. Training exercises also would be curtailed, adversely affecting the readiness of conventional military forces, he noted, adding:

"So much for rearming America as the top priority of this Administration."

Kirkland pointed out that American labor has historically supported a strong national defense, not to provide jobs, but as a necessary precondition for the survival of democratic institutions, including free trade unions. He said the AFL-CIO had no quarrel with President Reagan's plan to build up the country's defense, only with the means by which he proposed to do so.

"We said that if defense was the top priority, as the President told us, we should pay for it—and that our willingness to do so would send a strong signal to Moscow that the American people had the will to do what was necessary to defend their freedom," Kirkland recalled, noting that the AFL-CIO at the time proposed a progressive surtax on individual and corporate income to finance Reagan's proposed increases in defense spending.

Reagan's way

"The President said no. He said we didn't have to tax ourselves to pay for defense. We could cut social programs, and we could count on increased revenues from the new prosperity that supply-side economics would generate," Kirkland said. "He won, we lost—so far.

"I do not wish to debate in this forum the theory of supply-side economics. Perhaps, as some still insist, it will fulfill its promise in the sweet bye-and-bye. But as of today, it has not."

In an analysis of labor's role in American foreign policy, Kirkland said free trade unionists here and abroad often are better informed and have deeper contacts than the people who make policy from their desks at the State Dept.

Foreign policy split

"The American labor movement does not recognize that split between ideals and self-interest that has plagued the foreign policy debate in this country," he said. "Simply stated, we have a vested interest in the promotion of free trade unionism and the elevation of labor standards throughout the world."

Free trade unions around the world are the natural expression of the plain people in the streets, as Poland demonstrated, Kirkland said. What unions need is government assurance of freedom of association, which is "the ultimate guarantor of all other human rights."

That is lost in the murky world of the longstanding foreign policy debate in the United States, where "liberal vs. conservative" bogs down in whether standards, or perhaps sanctions, should be applied more vigorously to authoritarian or to totalitarian regimes, Kirkland said. While sometimes intellectually interesting, he said, this debate "has proven sterile."

Consumer interests pressed in bankruptcy law revision

The current high rate of business and personal bankruptcies makes speedy resolution of the status of the nation's federal bankruptcy court system "imperative," the AFL-CIO told Congress.

But reform of the court system must not be used as a shield for creditors to prey on consumers hard hit by the Reagan Recession, the federation declared. Banks, small loan companies and other lenders are pressuring Congress to pass new legislation to make it harder for individuals to get relief during serious financial crises. They insist these changes be made at the same time Congress changes the structure of bankruptcy courts.

In testimony before the Senate Judiciary subcommittee, AFL-CIO Special Counsel Laurence Gold charged that those in the credit industry who would try to link the issues are doing a disservice to the many businesses, institutions, and individuals who are now—or will soon be—embroiled in bankruptcy proceedings.

Industry tactics

"Even Shylock would have been ashamed of being associated with the overreaching" of the credit industry in its attempts to erode consumer protections in the Bankruptcy Act, Gold said.

A much more pressing issue before Congress, however, is the Supreme Court's finding last June that 1978 congressional revisions of the bankruptcy court system are unconstitutional. In its ruling, the high court said that the system put too much authority in the hands of bankruptcy court judges and allowed them to decide crucial matters outside the scope of bankruptcy actions.

The Supreme Court said that that power can be exercised only by federal judges with life tenure and protections against salary cuts in accordance with Article III of the Constitution. Bankruptcy judges serve 14-year terms.

The court twice stayed its decision to give Congress time to restructure bankruptcy jurisdictions so they would meet the constitutional test. But the lawmakers became deadlocked over how to revise the handling of bankruptcies.

Interim rules

Since Dec. 24, when the court's judgment went into effect, federal bankruptcies have been handled by federal district courts, with uncontested matters referred to bankruptcy judges, under interim rules set forth by the U.S. Judicial Conference, the top policymaking body of the federal courts.

In effect, the nation's bankruptcy courts have been operating in limbo since Christmas. At a time when as many as half a million new bankruptcies are expected in a single year, no one is sure what powers the bankruptcy courts have or do not have.

Gold told the Judiciary subcommittee that the AFL-CIO supports any of three proposals for dealing with the Supreme Court's directive that Congress should put the bankruptcy system on a sound constitutional basis. At the same time, he stressed labor's opposition to a proposal that would give bankruptcy judges life tenure and allow them to rule on matters other than bankruptcy.

Shifting emphasis

"If bankruptcy judges were to be permitted to hear non-bankruptcy cases, there is a clear possibility that such non-bankruptcy cases would take precedence over pending bankruptcy litigation," said Gold.

During the lame duck session, the consumer credit industry lobbied heavily for what the AFL-CIO branded as ill-conceived changes in the federal consumer bankruptcy laws. As much as any other factor, Gold stressed, this effort was responsible for the deadlock over the Supreme Court's mandate regarding the bankruptcy court system.

The industry's proposals, Gold said, "were little more than an effort to give special consideration to the credit industry in this time of national economic crisis by having the bankruptcy courts serve as a debt-collection agency with taxpayers footing the bill."

Kenneth Crawford dies, former Guild president

Kenneth G. Crawford, the Newspaper Guild's second president, died at his home in Washington Jan. 13 of lung cancer. He was 80 years old.

Crawford served out Heywood Broun's term after the Guild's founding president died in 1939. Prior to that, he had been first vice president of the Guild's Washington local.

His journalism career spanned 46 years, including 27 years with Newsweek magazine.

Draft of electronic media guide is reviewed by Rozanne Weissman, left, Communications Workers public relations director, Labor Institute of Public Affairs cable consultant Kathy Garmezy and LIPA staff member Karla Wright, at the keyboard.

Public affairs branch issues television guide for unions

A guide to the electronic media keyed to the needs of labor organizations is being prepared by the Labor Institute of Public Affairs for distribution in March.

The first two chapters of the new, looseleaf manual, called the Labor Communications Resource Service, will cover cable television franchising and programming and the purchasing of video equipment.

LIPA, the AFL-CIO's television planning and production branch, said one copy of the manual will be sent free to all affiliated unions, state federations and regional directors as well as to central labor councils in communities where cable television is now under consideration by local officials.

LIPA will distribute new chapters of the manual during 1983 as they become available. Future topics will include techniques for satellite teleconferences, LIPA's own labor communications inventory, information on television programming, communications regulation and new data services.

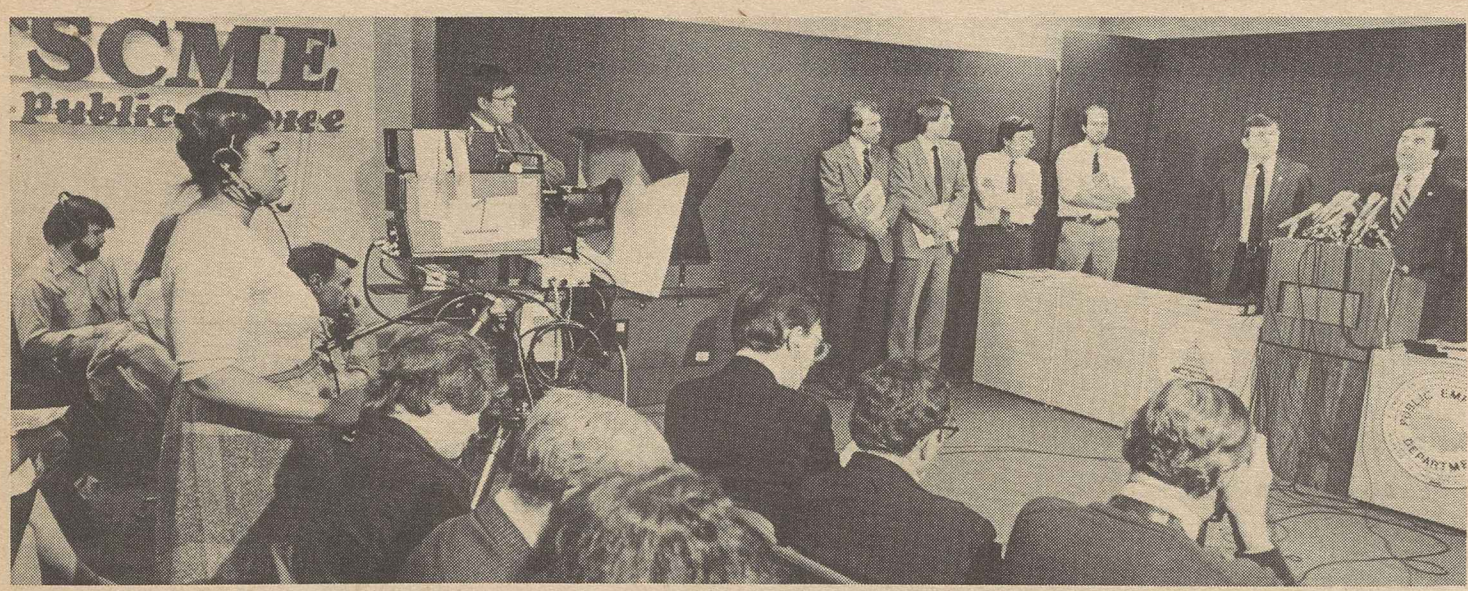
Kathy Garmezy, LIPA's cable TV consultant, is preparing the cable manual in conjunction with an advisory committee of union communications directors. LIPA said the chapter will be directed toward individual union members who want to get involved in the cable franchising processes in their communities.

The information on selecting and purchasing video equipment was prepared by another LIPA consultant, Mark Shubin, an Emmy Award-winning engineer.

LIPA said the printed materials in the manual have been prepared so that they can easily be photocopied for use in workshops and for distribution to local unions or other organizations.

For labor organizations who want to subscribe to the service directly, LIPA will make the looseleaf binder, two current chapters and the rest of the 1983 mailings available for $10.

The deadline for orders is Mar. 1. Checks, accompanied by a request on official letterhead, should be sent to Labor Institute of Public Affairs, Labor Communications Resource Service, 815 Sixteenth St., N.W., Room 406, Washington, D.C. 20006.



AFSCME President Gerald McEntee assesses impact of Reagan cuts on state and local governments.

Kirkland hits Reagan's rigid stand, urges shift in 'disastrous' policies

Continued from Page 1

begin to slip, he calls for bipartisanship."

Reagan will be spelling out his Administration's proposals in greater detail in the budget proposals that will soon be sent to Congress. But these are some of the measures he outlined in his State of the Union message:

- A freeze of most domestic programs at current levels, without allowance for inflation. This would amount to a cutback in constant dollars. The President also said he will ask Congress to cut back on food stamp entitlements so that only the "truly needy" will be helped.
- A one-year freeze for federal civilian and military pay and pension programs.
- An employment program keyed to giving tax credits to employers who hire the long-term unemployed, providing some additional job training funds, more tax breaks for businesses under a revised Enterprise Zones proposal, and improving "incentives" for employers to hire youths for summer jobs. The temporary program of federal supplemental unemployment compensation would be given another short-term renewal.
- A new trade strategy that the President said will "promote free trade and the increased flow of American goods, services and investments." Reagan promised to work with Congress to shape a self-financing port improvement measure.

Other segments of the President's speech included an education program composed of tax credits for parents who send children to private schools, grants to further math and science instruction and a constitutional amendment to allow "voluntary" school prayer.

He promised legislation to provide catastrophic illness insurance coverage for older Americans and endorsed the bipartisan recommendations of the National Commission on Social Security Reform.

Reagan also proposed a cumbersome stand-by surtax starting in fiscal 1986 that would take effect "only if Congress has first approved our spending freeze and budget control program."

Tax indexing

But Congress, he insisted, should not tamper with the tax cuts already scheduled—including a 10 percent reduction in July and future indexing of tax brackets.

The most influential Republicans in Congress have already said they want no part of Reagan's standby tax plan, but its inclusion in the budget presumably would allow the Administration to project a future balanced budget despite record high deficits in the years immediately ahead.

The President also said he supported renewal of the Civil Rights Commission, an unspecified stronger enforcement of fair housing laws, enactment of the labor-opposed Caribbean Basin Initiative and a revised version of his "new federalism."

As he has in the past, Reagan blamed the nation's economic ills on "problems we inherited" from previous administrations.

Kirkland said in response to questions from reporters that the President's freeze and cutback program is both "wrong" and "unfair." The heaviest blow would fall on social programs that have already been cut back the most during the Administration's first two years.

Fair for a few

While proposing more cuts in help for the poor, Reagan continues to defend "the exorbitant tax abatements and tax breaks and public subsidies that corporate America still enjoys." These amount to a potential Treasury loss of hundreds of billions of dollars in needed revenue over the years ahead, Kirkland noted.

"If that's fair," he added, "I don't know the meaning of the word."

Extension of the temporary unemployment insurance benefits program is a welcome proposal, Kirkland said, even though it merely changes the ending date of the legislation and does not provide any additional payments to those who have already exhausted its benefits.

"But it's only a drop in the bucket," Kirkland stressed. "There should be provisions made for those millions who have lost their health insurance coverage and can't pay their medical bills for themselves or their families during those periods of unemployment, and who stand in danger of eviction."

These are among the problems that should have been addressed in President Reagan's State of the Union message, Kirkland said. But they weren't.

CORRECTION

An article in the Jan. 22 issue about Long Island Rail Road negotiations incorrectly referred to the American Railway & Airway Supervisors Association as a non-affiliate of the AFL-CIO. The Supervisors merged with the Railway & Airline Clerks in August 1980, and are now a division of BRAC.

labor studies

Five institutes will be offered at the George Meany Center for Labor Studies in February. Several AFL-CIO affiliates and local bodies will use the Silver Spring campus for their own programs during the month, as will the American Institute for Free Labor Development. The schedule:

Introduction to Computers, Feb. 6-11—A quick course for representatives of unions thinking of converting to computer systems. It covers the jargon, hardware and software, shopping for computers and services, the need for outside technicians and staff training.

Negotiating Techniques for Bargaining with State and Local Agencies, Feb. 6-11—After one day on preparation with emphasis on budgets and audits, participants will attempt to bargain an agreement in a typical public sector situation.

Organizing Techniques I, Feb. 13-18—A program for full-time staff members who have organizing responsibilities. Participants will examine the elements of a successful campaign: the initial survey, in-plant committees, house calls, winning issues, and the final election. The exercise will be video taped for critique.

Arbitration: Preparation and Presentation, Feb. 27-Mar. 4—An institute concentrating on presenting mock cases before professional arbitrators who share their knowledge with the participants. The proceedings are video taped for playback and critique by the arbitrator.

Newswriting and Editing for Union Publications, Feb. 27-Mar. 4—A workshop for union editors, co-sponsored by the International Labor Press Association, to help make newsletters and bulletins more readable and more useful to members.

An institute for building trades business agents will also be offered at the University of Oregon, Eugene, Feb. 27-Mar. 4.

Using the George Meany Center for their own staff training next month will be the Metropolitan Washington AFL-CIO, Feb. 4; State, County & Municipal Employees, Feb. 6-11; Communications Workers, Feb. 13-25; Baltimore Building Trades Council, Feb. 17-18; Newspaper Guild, Feb. 18-21; and Fire Fighters, Feb. 27-Mar. 4.

AIFLD will have 40 Spanish-speaking trade union leaders from 17 Latin American countries on campus until Feb. 18. They're studying social security and job protection and labor relations in the public sector.

Enrollment is now open for two March institutes: Labor Law, Mar. 6-11, and Union Skills for Women Workers, Mar. 20-25.

Information about these and other labor studies programs is available from Fred K. Hoehler, Jr., executive director, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Telephone 301/431-6400.

States, cities feel brunt of federal cuts

Continued from Page 1

mean that the burden for the massive defense buildup has been borne by those who depend on state and local government services. We believe the priorities of the federal government must be reversed."

He pointed out that federal dollars account for 22 percent of the average state budget and, to make up for the reductions, state and local governments have sought to fill the gap with "generally regressive tax increases at the local level."

PED Executive Director John F. Leyden, in detailing specific effects of the cuts, pointed out that the child nutrition program has been cut by one-third, employment and training assistance by more than half, the work-incentive program by just under 40 percent, block grants for schools by over 40 percent, and low-income home energy assistance by one-fourth.

Faulty notion

Leyden and McEntee charged that President Reagan has "consistently held the erroneous notion that government spending is the natural enemy of business expansion and economic development."

Leyden observed that the full impact of the cuts ultimately will show up in decreased labor productivity and a diminished ability to compete in increasingly tough international markets. He stressed the need for rapid development of worker skills suited to an increasingly high-tech, service-oriented world. Yet, he noted the Reagan response to this need has been to "radically reduce the federal role in education, training and human capital areas."

The report, Leyden pointed out, shows that while the federal aid programs were originally targeted to regions that needed them most, the reductions in aid are hurting "those very areas that could afford them the least."

Regional losses

He cited the New England area which has suffered the highest per capita cuts in low-income energy assistance, while the Midwest has been hit hard by reductions in employment and training programs. Nutrition programs have been reduced most severely in the South, and highway programs have been slashed most deeply in the West.

The report recalled that in Reagan's 1982 State of the Union message, the President outlined a "new federalism" program whereby the federal government would assume complete funding of Medicaid, if the states took over food stamps and aid to families with dependent children. A year later, no legislation has yet been forwarded to Congress to carry out the program.

Reagan's fiscal 1983 budget, however, proposed $78.1 billion of cuts in federal aid to the states, of which Congress approved $57 billion—much of it in programs targeted by the Administration for turnback to the states.

New drop forecast in industrial spending

Business spending for new plant and equipment in 1983 will drop 5.2 percent on the heels of a 4.8 percent decline last year, the Commerce Dept. forecast.

The department's Bureau of Economic Analysis noted that this will be the first time since 1948 that capital spending by American non-farm businesses has slumped two years in a row. By contrast, business spending increased 8.7 percent in 1981 and 9.3 percent in 1980.

Makers of non-durable manufactured goods expect to spend 7.6 percent less this year, adjusted for inflation, while durable goods firms plan a 3.5 percent cut, the BEA said.

In the non-manufacturing sector, the outlook is for a spending drop of 5.1 percent, adjusted for inflation. Public utilities plan the largest drop, about 9.3 percent, the survey found.

EDITORIALS

Supply Side II?

THE TAX CUT that Congress enacted in 1981 at the bidding of the Reagan Administration was enormously generous to America's corporations.

Tax credits were piled on tax credits, loopholes were enlarged, and new depreciation rules added a thick layer of frosting to the cake.

The huge revenue loss that resulted from that misguided experiment in supply-side economics has contributed mightily to the record federal deficits we are now experiencing. But if the President has his way, it may just be the beginning.

Mr. Reagan tells us in his State of the Union address that he does, indeed, sympathize with the fate of the unemployed and "we must all do everything in our power to bring their ordeal to an end."

Unfortunately, the President can't think of much to help them except, perhaps, to cut back further on the food stamp program. But when he was meeting with a group of businessmen the next day, the President was just bubbling over with an idea that apparently had just occurred to him.

Let's do away with the corporate income tax entirely, Mr. Reagan suggested.

"I'll probobly kick myself for having said this," the President said genially, "but when are we going to have the courage to point out that in our tax structure the corporate tax is very hard to justify."

Eliminating the corporate income tax would allow all of a company's profits to be passed on to stockholders, he noted. This would please the richest 1 percent of the Americans who own more than 50 percent of all stock.

NOW THE wealthiest stockholders have already been the chief beneficiaries of the Administration's tax policies, and the corporate share of the tax burden has been shrinking steadily in recent years. But the process is apparently too slow for Mr. Reagan.

At the risk of being considered spoilsports, we must take note that elimination of the corporation tax would leave a gap of many billions of dollars in federal revenues. But that shouldn't be an unsurmountable problem for this Administration. Surely there are some remaining programs for the disadvantaged and the jobless that could be further curtailed.

Perhaps we could cut the pay and retirement benefits of government workers and the military, instead of just freezing them?

With a bit of imagination, that little problem could be overcome. After all, as the President has demonstrated, his Administration is not at a loss for semi-bright ideas.

More of the Same

TWO YEARS of economic experimentation have left America bruised by its worst postwar recession and strained by social conflict.

Our cities and towns are haunted with new armies of the unemployed; soup kitchens reminiscent of the 1930s abound, while essential public services deteriorate. Minority Americans find the gains they have made toward first-class citizenship over two decades reversed by deliberate government policies. Women are denied the opportunity to secure true equality.

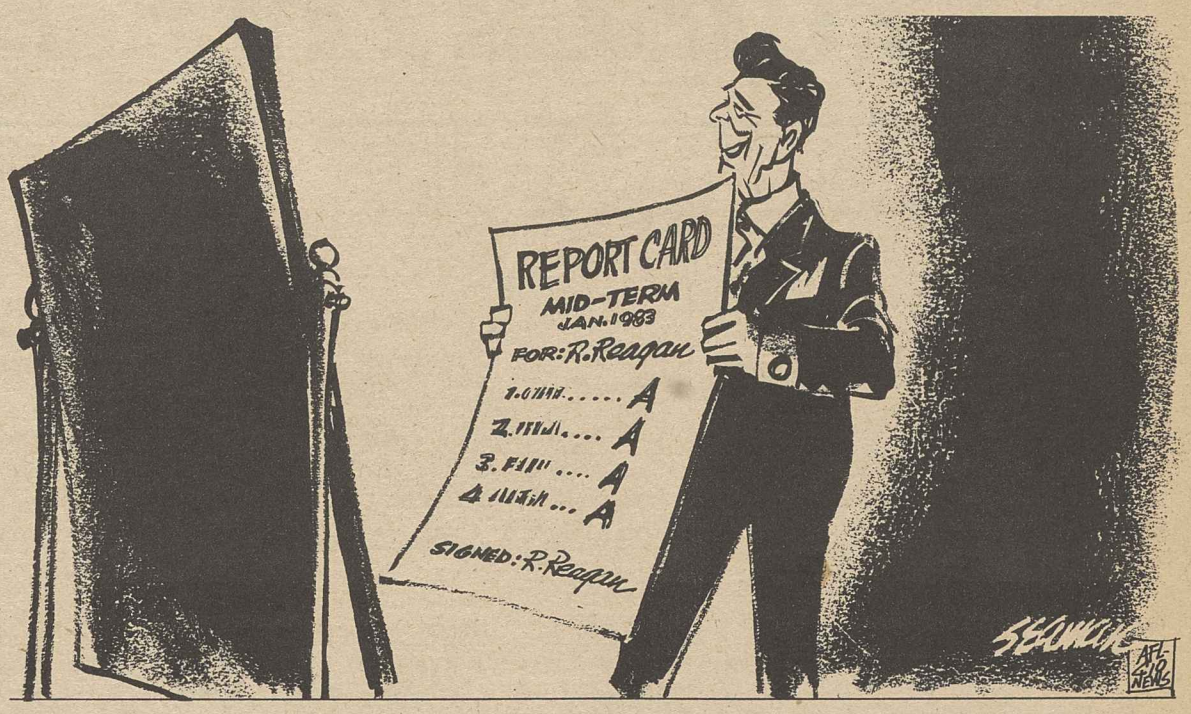
Farmers in ever-growing numbers watch as the property into which they have poured their resources and energies is auctioned to pay high-interest loans. Small business investors are going into bankruptcy in alarming numbers.

This list of victims of misguided, unfair Administration policies grows every day. The only group standing immune from the pain of Reaganism is the small knot of wealthy individuals who have been carefully nurtured by this Administration.

The President's State of the Union message offers little hope that this Administration plans to change the disastrous policies of the last two years. We believe these policies must be changed.

—From a statement by AFL-CIO President Lane Kirkland and leaders of other groups sharing labor's concerns.

'Aren't I the Fairest of Them All?'



Locking the barndoor

Raiders of U.S. Treasury exhibit anxiety belatedly

By Charles A. Vanik

It was interesting to read the "save the nation" program organized by Peter G. Peterson, Richard Nixon's Secretary of Commerce. In this effort, he is joined by almost all living former secretaries of the Treasury, many of whom now occupy powerful posts in the private sector. The group also includes corporate tycoons whose empires are—or soon will be—completely free from federal income taxation.

Where were these Monday morning quarterbacks during the hot days of August 1981 when the tax code of the United States—once branded the best and most fair in a world of tax injustice—was ravaged, massacred and raided of three quarters of a trillion dollars? The cult of trickle-down economics created a flash flood that has plunged into a fiscal morass. Which of the Peterson Wise Men stood up to say: "Stop it, you are taking too much?"

Look at the Peterson proposals to hurt thee and not them. At a time when the American consumer is facing gas bills increasing at a rate ranging between 25 percent and 40 percent, he proposes $60 billion in new energy taxes to be passed on to the consumer.

People bear brunt

Although he recommends a $25 billion cut in defense spending, it is only 10 percent of the saving effort. Almost 90 percent of the tax recovery comes from the retired, the social security recipient and the individual taxpayer.

His plan makes no effort to recover tax losses from the corporate sector which he and his pals represent. The fiscal disaster of 1981, the misbranded "Economic Recovery Tax Act of 1981," removed almost all corporate taxpayers from the federal income tax laws. If any of them are paying taxes, it will develop that they are paying only on a temporary basis; they get it back in refunds. In many cases they are making tax loans to the federal government which may yield better rates of return than current money market investments.

Massive sieve

These curious provisions of American tax law have no counterpart anywhere in the world. As long as the nation countenances these tax withdrawal provisions, the Treasury is a massive sieve. The corporations of America, particularly the large ones, have "drawing rights" on the Treasury which may well exceed $300 billion. And if the corporations draw it out of the Treasury, the taxpayer will be expected to make it up and pay it back.

In spite of difficult times for many Americans who try to survive after taxes, the fastest growing business in America is the sale of tax shelters. Human ingenuity reaches its zenith in the systems being designed to bypass the tax collector.

Instead of putting a cap on social security and the entitlement programs, why not put a cap on sheltered income? Why not limit the shelter to no more than 35 percent to 70 percent of ordinary income? Why not put a cap on the "biggies?" If the American people ever find out what goes on in the "shelter" business, they would explode with indignation and disgust. If the unemployed citizen could get back all of his previously paid taxes, he might be able to cope. If the large families of low or no income could sell or lease their dependency exemptions, they might need fewer food stamps.

Peter Peterson, I know that you are willing to pay a tax on your social security or give it up entirely; that is a matter of small bucks to you. But, are you willing to treat our budget deficit as a problem to be shared? Are you willing to extend the idea of a cap on write-offs and other perks in an even-handed way to the members of your club?

Charles A. Vanik retired from the House in 1980 after representing his northeast Ohio congressional district for 26 years. He was a senior member of the Ways & Means Committee. This article is in response to an advertised statement issued by a group of former government officials calling for changes in Reagan budget policies.

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Vo. 28, No. 4 SATURDAY, JANUARY 29, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
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LEGISLATIVE ALERT!

Kirkland Endorses Most Provisions of Social Security Commission's Plan

The advisory commission on Social Security, on which AFL-CIO President Kirkland served, recommended changes in benefits and taxes to strengthen the retirement plan. Kirkland endorsed the package, with one exception: mandatory Social Security coverage of newly hired federal and postal workers.

Federal employees should have the right to evaluate in advance the details of any proposal before they are asked to take this step. The commission proposal would not allow this. In his dissent, Kirkland urged that Congress remove the federal worker provision, and substitute a requirement that employers contribute to Social Security on the basis of total payrolls.

The commission plan, with the substitute provision, would give Social Security a net gain of $192 billion over the next seven years.

RECOMMENDATIONS OF THE SOCIAL SECURITY ADVISORY COMMISSION

Provision	$ Gain, 1983-89
Tax high-income retirees: Beneficiaries would pay income tax on half their Social Security benefits, if their adjusted gross income from all sources exceeded $20,000 per year for a single person or $25,000 for a married couple-----	$30 billion
Shift COLA time frame: This year's automatic cost-of-living increase would be delayed for six months, from July to January 1984, and thereafter would be paid in January of each year-----	$40 billion
Accelerate already-approved FICA tax increases: The Social Security tax rate already is scheduled to increase from 5.4% to 5.7% in 1985; under the new plan this would take place in 1984 (however, it would be at no cost because a refundable income tax credit would compensate for the Social Security tax increase). Later, the FICA tax rate for 1988-89 would be boosted to 6.06%-----	$40 billion
Rate change for the self-employed: Currently self-employed persons pay only three-quarters of the FICA tax an employer and employee pay together on an equal salary. This would be changed to the full combined employer-employee rate-----	$18 billion
Other provisions-----	$23 billion
~~**Force federal employees into the system:** New federal workers hired after Jan. 1, 1984 would be forced into the Social Security system instead of the current separate federal retirement system-----~~	$18 billion
TOTAL:	$169 billion
Substitute for federal employee inclusion: Require employers to pay Social Security taxes on total wages and salaries, not just the first $35,700 per employee-----	-$18 billion +$41 billion
SUBSTITUTE TOTAL:	$192 billion

Jobs Bills Taking Shape on Capitol Hill

Reaganomics has pushed unemployment to 10.8 percent--52 percent higher than two years ago. More than 20 million Americans are suffering unemployment or underemployment. And Administration officials predict that the jobless rate will rise above 11 percent in 1983.

The effects of joblessness are more severe than in previous recessions. The average duration of unemployment is 18 weeks, up from 13.5 weeks in December 1980. And only 47 percent of the unemployed are receiving any unemployment compensation.

WHAT YOU CAN DO: Legislation is still taking shape on Capitol Hill. But it is not too early to write your legislators. Urge them to take quick action to create jobs and extend jobless benefits. Proposals supported by the AFL-CIO include:

JOBS: AFL-CIO PROPOSALS

1) **Community Development Jobs Program:** In every community, there is work to be done. The federal government can help put people to work in such areas as: child care for working mothers, traffic control, security for schools and housing projects, health screening and immunization, increased staff support for adult and juvenile correctional facilities.
2) **Public Works:** America's roads, bridges, water and sewer systems, schools, parks, transit and port facilities are deteriorating. Public works improvement has led the nation out of recession in the past, and can do so again.
3) **Housing:** Government support for housing can ease the shortage of homes while creating jobs in the construction industry, where one out of five workers is unemployed.

The AFL-CIO Executive Council will issue a more comprehensive economic recovery program during its February 1983 meeting.

REAGAN PROPOSALS

1) **Youth Subminimum Wage:** With 10 million adults unemployed, President Reagan insists that we need to bring more teenagers into the workforce by paying them $2.50 per hour. Congress repeatedly has rejected the concept of a wage lower than the $3.35 per hour minimum, because it will encourage employers to lay off adults and replace them with their children.
2) **Job "Vouchers":** It was the Reagan tax cuts for business that brought on high deficits, high interest rates, and recession, but Reagan officials think the solution to unemployment is...more tax cuts for business. Under the "voucher" scheme, the government in effect would pay businesses to hire people using their unemployment compensation. No matter what the question, the Reagan answer is more corporate tax cuts.
3) **Every business hire one more person:** The President's own aides are embarrassed by this one. While Reagan slashes the government payroll, he asks private business to take on workers they may not need. We need recovery, not wishful thinking.

ISSUES '83

Natural Gas: Take the Offensive, Bring Prices Down

During the 97th Congress of 1981-82, we were able to prevent the Reagan Administration from pushing its plans for faster decontrol of natural gas prices. But anyone who heats his or her home with natural gas knows that prices are still rising. That's because natural gas producers have forced gas pipeline companies to accept unfair contracts which include the following provisions:

- "Take or pay": Pipeline companies are required to pay for specified quantities of gas, even if lower consumer demand means that they cannot use all of the gas. Consumers are paying for gas they are not using.
- High-cost gas: Pipeline companies are required to buy hard-to-find, high-cost gas, even if low-cost gas is available.

The AFL-CIO will be leading the effort in the 98th Congress to pass new legislation to eliminate these unfair provisions and bring down natural gas prices. A future issue of the Alert! will provide more information on this.

Banks Push To Save Interest Withholding Loophole

Taxes are withheld from most workers' paychecks; this prevents a big tax bill at the end of the year and ensures greater tax compliance. Last year, Congress extended this idea to income from stock dividends and savings account interest. Starting July 1, taxes will be withheld at a 10 percent rate from interest and dividend checks. This is not a new tax, but only a means of making sure that those with unearned income actually pay the tax due. Because many--mostly fat cats--have failed to pay tax on this income in the past, the withholding provision is expected to raise $11 billion in tax revenues over the next three years.

Nevertheless, banking interests are pushing legislation, H.R. 500, to repeal the withholding provision. They claim that it's too much paperwork--even though small interest payments of less than $150 will be exempt.

WHAT YOU CAN DO: Urge your Representative to oppose H.R. 500. Withholding of taxes on unearned income should be as strict as on a worker's income.

Fight To Resume on Job-Export Caribbean Bill

President Reagan's Caribbean Basin legislation, which failed to achieve passage last year, unfortunately is not gone and forgotten. In his State of the Union address the President called it a "top legislative priority," and indications from Capitol Hill are that it could make quick progress in the new Congress.

The Reagan Caribbean bill is not written in a way that would benefit Caribbean workers or industry; it is so loosely drawn that nations anywhere in the world could funnel their products through the Caribbean in order to take advantage of special U.S. trade privileges. It would ease imports into the United States, and the export of jobs outside the country.

WHAT YOU CAN DO: Urge your Representative and Senators to oppose the job-exporting Reagan Caribbean Basin Initiative.

AFL-CIO news

SATURDAY
FEBRUARY 5, 1983
VOL. 28, NO. 5

MEMO FROM COPE
PAGE 8

Reagan budget, economic report hold high-unemployment course

Report shuns measures to provide jobs

By James M. Shevis

President Reagan's 1983 economic report to Congress makes a mockery of the Humphrey-Hawkins Act requiring him to chart a path for attaining full employment, the AFL-CIO charged.

The 1978 statute, while not binding, called for future Administrations and Congresses to set their sights on lowering the nation's jobless rate to 4 percent in 1983. Instead, Reagan and his economic advisers forecast unemployment this year will average 10.7 percent, precious little improvement over last December's jobless rate of 10.8 percent.

"Worse yet," Federation Economic Research Director Rudy Oswald said, "unemployment would continue to remain above 8 percent through 1986 or at high recession levels for the next four years, according to Administration estimates.

"In spite of that, the President's economic report supports no jobs programs, but rather rails at all public works programs, distorting completely the favorable experience with public works in prior postwar recessions."

Money vs. misery

Rather than dealing with unemployment, Oswald charged, "the Administration shows its sympathy is clearly on the side of capital," and not the millions of Americans laid off and unable to find jobs because of the Reagan Recession.

"The report implies that workers like to be unemployed because they will receive unemployment insurance benefits," Oswald said. "The report fails to recognize the fact that it is employers who put workers out on the street."

Philosophically, the economic report clings to the "trickle-down" policies that marked the Administration's first two years. It is "a polemic for staying the course" of Reaganomics, Oswald charged.

"There is no recognition of the disastrous recessionary effects of the Administration's economic policies that cut social programs, increased defense outlays, cut taxes substantially for the wealthy and business, and raised interest rates to record high levels," Oswald observed.

Continued on Page 5

Lane Kirkland testifying at House hearings on social security reform.

Most proposals backed

Coverage issue mars social security report

AFL-CIO President Lane Kirkland urged enactment of all but one of the consensus recommendations of the National Commission on Social Security Reform at House hearings.

Kirkland, who served on the 15-member bipartisan commission, took exception to the proposal to bring new federal workers under social security instead of covering them in the civil service retirement system.

That's the sort of issue that should be explored and negotiated with federal and postal workers, not imposed on them, Kirkland insisted.

Future security

He told the House Ways & Means Committee that he supports the other consensus recommendations "because they are reasonable and because they offer the best opportunity to make the program secure for present retirees and future generations of workers."

The proposals, all designed to overcome a serious revenue gap resulting from a combination of high unemployment and high inflation, would keep existing benefits intact, except for a one-time, six-month postponement of the cost-of-living adjustment for beneficiaries. An acceleration of the payroll tax schedule would be offset in part by a tax credit. And state and local agencies that have elected social security coverage would have to stay in the system.

Kirkland told the House committee that he "reluctantly" went along with the one-time postponement of the cost-of-living adjustment because "the six-month delay was crucial to the consensus agreement and had to be weighed against the possibility of even more serious benefit cuts without it."

As for the revenue involved in the proposal to include federal workers, Kirkland suggested that "an excellent substitute source" that would bring in even more money would be to require employers to pay the social security tax on their full

Continued on Page 3

Kirkland bids Congress to redo budget

By David L. Perlman

The AFL-CIO called on Congress to reshape President Reagan's budget proposals and point America back on the road to full employment.

Reagan's budget blueprint would perpetuate "cruelly high unemployment" for years to come, Federation President Lane Kirkland charged. He termed it "bad news" for the nation.

The Reagan budget proposal would couple a big rise in military spending with further cutbacks in safety-net programs for the needy. It would run up a near-record deficit of $189 billion in fiscal 1984, the 12-month period starting next Oct. 1. But the deficit, labor economists stressed, is largely caused by high unemployment and the Administration's insistence on going ahead with another round of tax cuts tilted heavily to the wealthy.

"America clearly needs jobs, yet the President continues to reject all jobs programs," Kirkland pointed out.

Reagan told Congress that he remains "adamantly opposed" to using public jobs or public works programs to bring down unemployment.

Cuts on top of cuts

That would be "make-work," the President complained. At the same time, he called in his budget proposal for further cuts in food stamp entitlements and for a mandatory "workfare" program that would require able-bodied food stamp recipients to work off the value of their benefits.

Reagan's chief proposal for dealing with unemployment was a voucher plan that would allow the long-term jobless to trade away their entitlement to federal supplemental unemployment benefits for a certificate that would enable any employer who hired them to get a tax credit from the government. In effect, the employer would get the amount of the unemployment compensation payment that might otherwise have gone to the worker. That's supposed to provide an incentive

Continued on Page 4

Support builds for jobs program

Democratic congressional leaders—and some Republicans, too—are saying that they're prepared to do battle with the White House to get jobs legislation enacted that will put a significant number of people to work and bring down the unemployment rate.

House Speaker Thomas P. O'Neill, Jr., and Senate Democratic Leader Robert C. Byrd have their staffs working to shape the outline of a Democratic jobs package—in the $5 billion to $10 billion range, according to news reports.

O'Neill called together all 25 House committee chairmen and emerged from a two-and-a-half-hour meeting to report unanimous agreement on early consideration of an emergency jobs package. Rep. Thomas S. Foley (Wash.), the assistant majority leader, was named to coordinate the shaping of the legislative package by the various committees involved.

Senate Republicans, meanwhile, have introduced a $2 billion bill for labor-intensive job programs and additional funds for job training.

No Reagan jobs bill

House Republican Leader Robert H. Michel (Ill.) told reporters "the President has heartburn" over the thought of a public works jobs bill. But his Senate counterpart, Majority Leader Howard Baker, said he is convinced that there will be a jobs bill "of some sort" that Congress will insist on. He said he "hopes" Reagan will end up supporting it.

In the post-election lame-duck session of the 97th Congress, the Democratic House added a $5.4 billion jobs package to a bill carrying funds to keep the government operating, and the Republican Senate inserted a smaller-scaled $2.1 billion plan. But a House-Senate conference dropped both measures in the face of a presidential veto threat.

Another sign of GOP rebellion came in resolutions introduced in the House and Senate declaring the intent of Congress that food stamps and other nutrition programs "should be protected from further budget cuts."

In the House, Republican James M. Jeffords (Vt.) joined Democrat Leon E. Panetta (Calif.) as a principal co-sponsor. And the Senate resolution was introduced by two Republicans, Rudy Boschwitz (Minn.) and John C. Danforth (Mo.).

The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

2/5/83

Bell System Bargaining Council shapes 1983 contract goals at its three-day meeting in Washington.

Court validates card check as test of majority

Philadelphia—Employee signatures on union authorization cards form a sufficient basis for the National Labor Relations Board to determine that a union had the support of a majority of workers and is entitled to a bargaining order to remedy management unfair labor practices, the 3rd U.S. Court of Appeals ruled.

In supporting the board's reliance on authorization cards as a show of union support, the full court withdrew its April 1982 ruling that such cards are unreliable in the absence of proof that workers read them and understand their implications. By a 7 to 3 vote, the court enforced an NLRB order requiring Keystone Pretzel Bakery, Inc. of Lancaster, Pa., to bargain with Local 6 of the Bakery, Confectionery & Tobacco Workers.

"There is no presumption that union adherents are any more likely not to read what they have signed than are members of the public at large," the court said. "If they have signed an unequivocal authorization for collective bargaining, they should, like anyone else, be presumed to have intended what the card says."

Minority view

The court minority, in a dissenting opinion, contended that the cards are insufficient support of the union because several workers were told by a union organizer that the cards were intended merely to secure a secret ballot election.

BCT's organizing drive at the pretzel bakery began in the spring of 1977. By May 27, 1977, the union had obtained cards from 17 of the firm's 29 employees designating the union as their agent.

One of the owners, Glen Hyneman, promised to satisfy employee complaints about wages by granting a pay increase. He also pledged to improve work conditions but deferred consideration of workers' request for a pension plan. At the close of the meeting, workers voted overwhelmingly against the union.

Bargaining order issued

An NLRB administrative law judge recommended a cease-and-desist order to remedy management's unlawful anti-union campaign. The board went further, however, and issued a bargaining order in May 1979. In so doing, it overturned the judge's conclusion that cards signed by three of the employees were invalid because they were solicited with the representation that they were to be used only to secure an election.

The company initially asked the appeals court to remand the case to the NLRB for a consideration of changed circumstances, pointing out that substantial employee turnover had taken place in the intervening years. The court did this, and a year and a half later the NLRB reaffirmed its bargaining order, now upheld by the appeals court.

CWA lists career security as major Bell System goal

Career guarantees will be a top issue in the Communications Workers' negotiations with the Bell System this spring.

The concept of employment security goes beyond the idea of job security, CWA President Glenn Watts told a press conference called to announce the union's contract goals for bargaining with the giant telephone and telecommunications company.

"We must emphasize the lifetime potential of the worker," Watts said, calling for a new pact "which would provide lifetime employment, career growth, training and retraining and counseling for all workers."

Watts made the union's bargaining aims public following a three-day meeting of CWA's 82-member Bell System Bargaining Council in Washington. The council adopted a resolution covering more than 140 specific issues the union wants improved in negotiations that begin May 19.

For 700,000 workers

Contracts covering more than 700,000 Bell System workers expire Aug. 6. CWA represents some 500,000 of these workers, another 110,000 are represented by the International Brotherhood of Electrical Workers and the balance by the unaffiliated Telecommunications Union.

The IBEW said its Telephone Coordinating Committee is near completion of its bargaining agenda. The unions will negotiate separately, and the contracts will be the largest in this year's round of bargaining.

The CWA bargaining council set a high priority on improvements in conditions that create job stress, pay equity for all workers, improved pensions for current and future retirees, increased union involvement in health and life insurance programs, safety and health protections and increased worker participation in planning and decisions involving the quality of work life.

Watts will co-chair the 10-member bargaining committee with John C. Carroll, the union's executive vice president.

Watts said the union will ask AT&T to form a joint national labor-management committee on technological change to study and deal with the effects such transitions will have on workers' skills and jobs.

The council's resolution also calls for a jointly-managed career development and training program—financed by the company through productivity gains reaped from "labor-saving" technology. The program would "train and retrain workers affected by new technology, new product lines and changing market conditions," the union said.

Wage basis

In wages and other compensation, Watts said the union will bargain for increases that "reflect the productivity of CWA workers, the profitability of the company, the rate of inflation since our last bargaining and what we expect it might be on into the future."

He pointed out that Bell System employee productivity has increased at double the national rate over the past 35 years. Despite the deep recession, AT&T profits rose from $$6.9 billion in 1981 to $7.28 billion in 1982.

Among other employment security improvements sought by CWA are the elimination of subcontracting, six months advance notice of transfers or permanent layoff, and guaranteed wage rates for workers transferred to areas with lower rates.

Job and income security

CWA is also seeking extended supplemental income protection, company payment of all insurance premiums for one year for all laid-off workers and protection from "any adverse effects" of AT&T's divestiture. Under agreement with the Justice Dept., AT&T must relinquish ownership of its 22 operating subsidiaries by 1984.

Among the wage objectives is an improved and simplified cost of living adjustment formula that would insure 100 percent recovery of any decline in real wages. The union also wants all overtime to be strictly voluntary and paid at double-time rates.

PBS to televise film on textile organizing

"Keepin' On," a film about organizing in a southern textile mill town, will be televised Feb. 8 over many Public Broadcasting Service stations.

The 90-minute drama, part of PBS's American Playhouse series, focuses on the lives of workers and why they decide to support a union. It depicts both the open and covert ways the fictional company uses its power in a one-industry town to intimidate the workers and keep the union out.

U.S. trade gap sets record as exports drop

The United States posted a record deficit of $42.7 billion in its merchandise trade with other countries last year largely because of a sharp decline in American exports, the Commerce Dept. reported.

The AFL-CIO Dept. of Economic Research said the total is even higher—$47.8 billion—when the re-export of imported goods is figured in. That total is 7.6 percent above the comparable figure for the year 1981.

Last year's poor showing was the result of a strong dollar in comparison with other currencies combined with recessions abroad, which reduced the demand for American exports more than the U.S. recession cut the nation's appetite for imports.

Commerce Sec. Malcolm Baldrige warned that the merchandise trade deficit could widen to a range of $60 billion to $70 billion in 1983.

In an analysis of the deficit figures, the AFL-CIO pointed out that exports dropped 9.5 percent, while imports were down 6.8 percent from the year before.

Oil imports drop

Nearly all of the decline in imports reflected the sharp drop in oil shipments to the United States. The Commerce Dept. said non-oil imports were virtually unchanged over the year. The deficit in total fuel trade fell 26 percent to $54.9 billion, a decline of $19.2 billion.

On the other hand, the U.S. trade surplus in food fell by 40.3 percent, dropping from a $13.8 billion surplus for 1981 to an $8.2 billion surplus last year. Exports were down 20.9 percent and imports declined 4.8 percent.

The pattern in manufacturing trade represented a sharp turnaround. In 1981, the nation ran a $5.3 billion surplus in manufacturing, compared to a deficit of $10.6 billion in 1982.

In the chemicals and related products category, the U.S. trade surplus fell to $9.9 billion, a drop of $1.3 billion. Almost all of the loss was in exports. Export of manufactured goods classified by material, such as tires, paper, textile fabrics, iron and steel, and nonferrous metals, dropped 18.9 percent while imports were down 11.1 percent.

Exports decline

Machinery and transport equipment exports fell 9 percent while imports of such equipment were up 4.7 percent. Export of miscellaneous manufactured articles—clothing, footwear, instruments, toys—fell 4.7 percent as imports rose 7.4 percent.

High interest rates have been a principal cause of the sharp rise in the exchange value of the dollar relative to foreign currencies, government economists said. This rise has reduced the ability of American exporters to compete in foreign markets and increased the competitiveness of imports in the domestic market.

Cuts hit blacks hardest

Black Americans are worse off than they were a year ago and are bearing a "disproportionate share" of the hardships from domestic spending cuts and high unemployment, according to a National Urban League survey.

Black unemployment rose to 20 percent in 1982 from 15.5 percent in 1981, and one of every three blacks was below the government's official poverty lines last year, compared to one of every 10 whites, the report said. Black teenage joblessness was at 50 percent.

The study also found that only 30 percent of black families can be called middle class while 56 percent of white families fit that category.

Personal income and living standards for blacks were also found to be declining, particularly among the 40 percent of black families who already have the lowest incomes. Blacks last year earned about $59 for every $100 earned by whites, the league's survey showed.

The report noted that blacks received 17.5 percent of their total income in 1980 from transfer payments, such as welfare, compared to 12.6 percent in 1970.

Organizing drive opens

Health care unions target nursing chain

By Susan Dunlop

Two unions have kicked off a campaign to organize workers and improve patient care in the nation's largest nursing home chain, Beverly Enterprises, Inc.

The Food & Commercial Workers and the Service Employees announced the joint organizing drive for more than 50,000 Beverly employees. The company, based in Pasadena, Calif., owns or manages 623 nursing homes in 36 states and the District of Columbia.

UFCW President William H. Wynn said at a press conference that some 1,000 union organizers began distributing leaflets early that morning at about 400 Beverly facilities in 20 states.

Wynn said that the two unions will conduct organizing efforts in all 37 locales where the company operates.

"Working conditions and patient care conditions are closely linked," and that quality care is sometimes difficult "in the best of circumstances," Wynn said. "In the worst of circumstances, when discouraged workers are under-staffed, under-equipped and under-paid, it is impossible."

SEIU President John J. Sweeney released a preliminary study of the company's record of care for its 70,000 patients. He told reporters that the 50-page study by the two unions and the AFL-CIO Food & Beverage Trades Dept. shows that the company's spending on patient care is below the industry average while its expenditures on administrative and related costs are far above average. Beverly facilities also have a higher than average record of citations for deficiencies after inspections, Sweeney pointed out.

Four-state study

He said the study covers the company's operations in only four states, Arkansas, California, Florida and Texas, but because these locations include over half of all Beverly homes, "we have reason to believe the same sort of problems can be found in other areas."

The investigation was begun, the unions said, after Beverly reneged on a promise last year to disclose its patient care record. The leaflets handed out by organizers stress that workers who "go home every night concerned because you know your patients may not be getting the care they deserve," are "not alone."

It urged workers to call a toll-free hotline or write in confidence to Beverly Employees Cooperative Action and Reform Effort (C.A.R.E.) for information on how to form a union. The organization is headed by employees at organized Beverly facilities, the unions said.

About 3,000 of the company's workers are organized. SEIU represents workers in 21 homes in four states, and UFCW represents workers at 10 homes in five states.

Substandard wages

Most Beverly employees make minimum wage or slightly more, the unions said, adding that they "have been struggling with the company for years to get better salaries as well as the equipment and supplies needed to deliver quality patient care."

FBTD President Robert F. Harbrant told reporters that calls had already come in on the hotline from Beverly employees asking how to form a union and describing incidents of poor patient care, inadequate staffing, low pay, low morale and high employee turnover.

Beverly Enterprises began as a three-home partnership in California in 1963. An intensive acquisitions program through the 1970s brought the company to its present size, according to a survey made by the FBTD.

High profitability

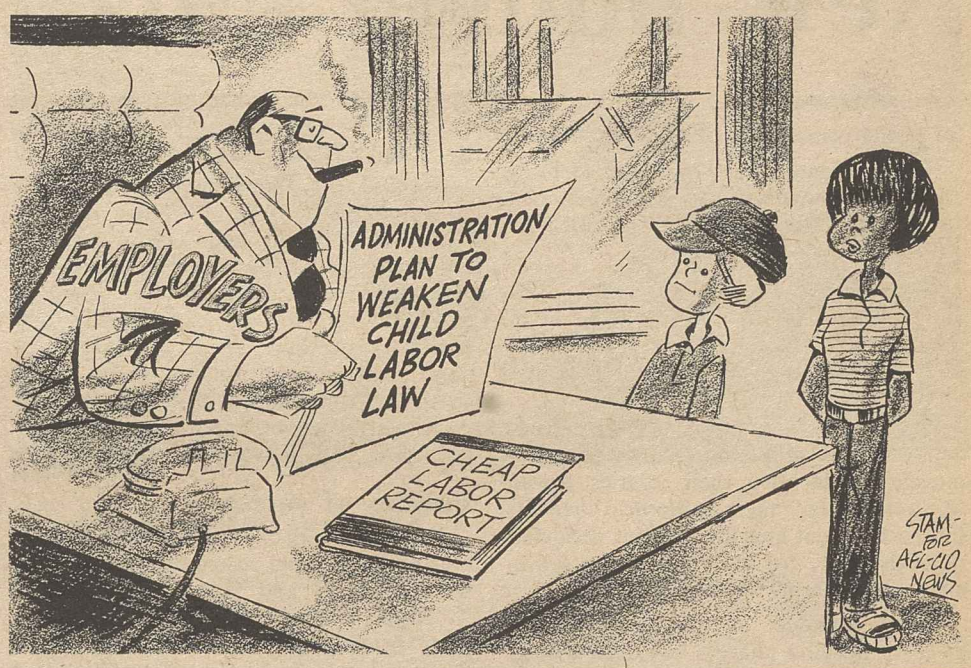
The corporate profile pointed out that Beverly's profitability increased by about 1,200 percent between 1976 and 1981. Beverly Chairman Robert Von Tuyle said the company expects to top $800 million in 1982, compared with $486 million in 1981.

Wynn called Beverly "one of the fastest-growing companies in America . . . profitable and getting more profitable, yet our members tell us that patient care is deteriorating."

The two unions have turned over the first results of the study of the company's record to the House Energy & Commerce Committee, which has jurisdiction over health care matters, and to the Securities & Exchange Commission.

Sweeney said they have asked for hearings into the need for oversight of nursing homes chains and new regulations requiring these companies to disclose their patient care records.

'...And You'll Take Your Father's Job!'



Age, coverage issues cited at social security hearings

Continued from Page 1

payrolls—not just the amount of wages on which workers are taxed.

Such a proposal had been made by the Carter Administration, Kirkland noted. Its adoption would also eliminate most of the imbalance that would still remain in the long-term projections for the system.

The consensus recommendations of the commission would resolve the short-term needs of the system and an estimated two-thirds of the long-term funding needs.

On the long-term funding, the commission split. The 10 members selected by President Reagan and Republican congressional leaders advocated raising the normal retirement age beyond 65, with the phase-in starting after the turn of the century.

Kirkland and the four other Democratic appointees suggested a standby tax to take effect if needed in the year 2010, with the option of substituting general Treasury revenues.

Upping retirement age

Raising the retirement age amounts to an across-the-board benefit reduction, Kirkland protested. He said it would "break faith with younger workers" who would have their benefits reduced if they retired earlier. The Republican plan would set the normal retirement age at 66 instead of 65, but would move to a still older retirement age if longevity increased.

Kirkland said penalizing earlier retirement through reduced benefits would fall hardest on older workers forced out of the labor market by poor health or unemployment.

He warned that it would also have an immediate impact on private pension plans, including those negotiated by unions.

Active opposition

Rep. Claude Pepper (D-Fla.), who also served on the bipartisan commission, told the Ways & Means Committee that he would actively oppose any plan that included an older retirement age.

Pepper served his warning from the vantage point of his role as chairman of the House Rules Committee, which determines the conditions under which the House takes up legislation.

In another area, Kirkland endorsed commission recommendations that would improve social security protections for some categories of widows, divorced women and disabled women. He said there remain other inequities which Congress should consider at the earliest opportunity. He noted that the social security system was set up at a time when the prevailing pattern was that "men were largely the breadwinners and women for the most part were to receive benefits as wives and widows."

But basically, Kirkland stressed, social security has "done more than any other American institution to provide our elderly citizens economic security and dignity."

And in an often-overlooked area, "it provides a guaranteed income for the spouse and children when a younger worker dies, and the same sort of income in the event of his or her total disability." These are safeguards "not for those retired but for those still at work," Kirkland pointed out.

Labor protests packing of NLRB

Organized labor has registered a strong protest over the "profound changes" the Reagan Administration is working on the National Labor Relations Board with its nominations of Donald J. Dotson and other management lawyers to open seats.

In a letter to Sen. Orrin G. Hatch (R-Utah), chairman of the Senate Labor & Human Relations Committee, AFL-CIO President Lane Kirkland said the federation would not testify against Dotson's nomination to a five-year term as chairman of the NLRB, but only because the federation's information on his record "is not sufficiently documented to meet our standards for actively opposing a nominee."

Employer lawyers

Kirkland underscored the AFL-CIO's "grave reservations" about Dotson's fitness to serve on the board, and he pointed out that neither Dotson nor Patricia Diaz Dennis, nominated for the other open seat, have any track record in labor relations except as "employer lawyers."

Dotson, currently assistant secretary of labor for labor-management relations, formerly worked for several major corporations as a labor relations lawyer. Dennis is a labor attorney for the American Broadcasting Co.

Kirkland told the committee the AFL-CIO has "no confidence" in a labor board with a management tilt.

He said President Reagan's insistence on nominating management lawyers is evidence of the Administration's "contempt" for the trade union movement and a "reward" for right-wing interests.

Kirkland warned that the Administration's policy of packing the NLRB on ideological lines has many working men and women doubting the board's interests in actively protecting workers' rights under the labor laws.

Changing support

And it has forced the AFL-CIO, out of "self-protection," to move away from its traditional policy of supporting nominations of individuals based on their records of significant experience in labor relations. In the future, Kirkland said, organized labor won't bind itself to any such limitations.

Kirkland told the committee that confirmation of Dotson and Dennis would create a majority of members on the NLRB whose appointments are not based on a record of achievement, but only on "their having been good and faithful agents of management."

There is already a growing feeling among workers that the National Labor Relations Act "doesn't work" and that the NLRB is becoming "irrelevant" because the legal processes are so long and the sanctions imposed on employers guilty of unfair labor practices are so weak, Kirkland observed, adding:

"The Administration's reshaping of the board and the nomination of Mr. Dotson, who is not only an employer lawyer but is the candidate of the most anti-union employers, of Senator (Jesse) Helms and the Right to Work Committee's Reed Larson, can only strengthen this view."

Kirkland stressed that in the past when the AFL-CIO has been consulted about appointments to the NLRB, the federation had never sought appointment of a lawyer who has regularly represented unions, or of a union official.

AFL-CIO support, Kirkland said, has gone to individuals "who were experienced in labor relations, who believed in the advancement of collective bargaining and who in their professional lives had not been the agents of management or labor."

Kirkland noted that the current Reagan appointee on the NLRB, Robert Hunter, played a leading staff role in the filibuster of labor law reform legislation and that neither Dotson nor Dennis has a record of accomplishments "in increasing labor peace or in protecting employee rights—the twin goals of the federal labor laws."

Right-wing rewards

These nominations, he said, are "rewards by the Administration to the reactionary businessmen and to the far right-wing that the Administration delights to serve."

They are a "further expression of the shared contempt of the Administration and its allies for the collective bargaining system and for an independent trade union movement," Kirkland charged.

Hail solidarity

The Washington Redskins victory in Super Bowl XVII was hailed as a mark of solidarity.

AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue telegrammed Redskin Mark Murphy, the National Football League Players Association representative, a congratulatory note "on behalf of all your nearly 15 million brothers and sisters in the American trade union movement."

Referring to the mid-season players' strike, they said, "Clearly, your leadership as player rep and the Redskins' solidarity during the tough times last fall helped you prepare for the Super Bowl victory you so richly deserve. You have shown America that solidarity is the mark of winners."

New budget cuts target poor, jobless

Continued from page 1

for hiring persons out of work the longest.

The President's other proposal to bring down unemployment was a subminimum youth wage for summer jobs—$2.25 an hour instead of $3.35 an hour.

Reagan's budget proposals were especially harsh on federal workers, and Kirkland protested the Administration's attempt to make them scapegoats for the failure of Reaganomics.

If Congress went along with the President's budget proposals, government employees would have their salaries frozen for a full year, their retirement benefits substantially cut and the amount deducted from their pay for the civil service retirement plan sharply increased.

Other segments of the budget would push up hospital charges for most elderly persons and tax workers on the value of "excess" health benefits provided by their employers.

Defense budget

The cutbacks the President proposed in a wide range of social programs would roughly balance out a 14.2 percent rise in the defense budget. The defense rise will be higher if Congress rejects Reagan's proposal to freeze the pay of military personnel as well as civilian employees of the government.

Reagan took office with a promise to bring the budget in balance by fiscal 1984, but his record to date has been one of steadily rising deficits under the battering of a recession, which Reagan acknowledged has been longer and more severe than the Administration anticipated.

He again sought to put the blame on "the problems we inherited" while claiming "impressive results" from the policies his Administration has pursued.

Because the more cautious economic assumptions the Administration is using this year point to many years of huge budget deficits, Reagan proposed an intricate temporary surtax to take effect in fiscal 1986 if the projected deficit that year is greater than 2.5 percent of the nation's gross national product. But it would go into effect, Reagan proposed, "only if the Congress has first approved our spending freeze and budget control program."

Politics of surtax

Practically no one in Congress, Democrat or Republican, takes the standby proposal seriously, and Treasury Sec. Donald T. Regan responded to a question at a press briefing with the candid admission that the surtax trigger was delayed so that it wouldn't fall in an election year.

The budget assumes adoption of the bipartisan recommendations of the National Commission on Social Security Reform. Otherwise, budget receipts would be lower and outlays higher.

No one expects this Congress to be as subservient to the President's wishes as the previous Congress. But if it were, these are some of the changes that would be made as a byproduct of the budget:

Health — Medicare changes would raise the cost to patients of hospital stays under 60 days, but would provide "catastrophic insurance" to cover stays over 60 days. The net result is a "savings" to the government. It would also raise premiums for the Part B physician services coverage and provide a one-year freeze on Medicare reimbursement to physicians, although doctors could still bill patients for amounts above the Medicare payment. Another new proposal would allow persons covered by Medicare to switch to a private insurance coverage and receive government vouchers based on average Medicare costs.

An especially controversial proposal would set a limit of $70 a month on the tax-free premium that an employer may pay for health insurance coverage for an individual worker, and $175 a month on premiums for family coverage. Any "excess" premium would be considered taxable income to the employee. The ceiling on tax-free benefits would be adjusted for inflation.

The Administration estimates that this would bring in $2.3 billion in revenue in fiscal 1984 but claims its real intent is to keep health care costs down by discouraging "overutilization" that might result from comprehensive health coverage.

Employers get break

In a New York Times article, AFL-CIO Social Security Director Bert Seidman said the effect of the Reagan proposal would be to discourage plans featuring early diagnosis and treatment of illness. "The big winners would be employers relieved of paying the full cost of collectively bargained health insurance," he said.

Services for the poor—Outlays for food stamps would be reduced 9 percent, child nutrition programs would be cut 8 percent, less money would be available for compensatory education for disadvantaged children, needy college students would have to finance a larger share of their education, and payments to assist low-income families with heating costs would be reduced 30 percent.

There would be a $700 million cut in the basic Aid to Families with Dependent Children program and all funding would be ended for legal services.

Federal workers—Government employees, held in recent years to only a fraction of the "comparability" pay raises they are supposed to get each October, would be denied any raise at all in fiscal 1984. Their present 7 percent of payroll deduction for civil service retirement would be raised to 9 percent and would rise again to 11 percent a year later. At the same time, a substantial reduction in benefits and elimination of early retirement options for long-service workers would be phased in gradually. Present retirees would forgo cost-of-living adjustments for one year and the COLA formula for future retirees would be reduced.

Postal—Subsidies for non-profit organizations would be cut almost in half, touching off another round of rapid increases in postage costs for union publications.

Tax and trade—Congress was again asked to enact tax breaks to encourage imports from Caribbean Basin nations and tax incentives to employers to locate in "urban enterprise zones." Tuition tax credits would be granted to parents of children in private schools and a new tax-exempt savings account would be allowed for future college costs of a child. What is left of trade adjustment assistance to businesses and workers hurt by imports would be eliminated.

Transit—Despite revenue from the new gas tax, mass transit funding would be cut nearly 25 percent below the level set by Congress—from $4 billion to $3 billion in fiscal 1984.

Focus on Middle East

Egyptian President Hosni Mubarak and AFL-CIO President Lane Kirkland exchange views on events in the Middle East and discuss programs the African-American Labor Center is operating in Egypt. Mubarak also met with President Reagan and congressional leaders during his U.S. visit.

Public financing supported for congressional elections

The AFL-CIO expressed concern at the increased dependence of congressional candidates on large contributors and endorsed public financing of campaigns as the best solution.

Public financing proved a practical means of funding presidential campaigns and should be adopted for House and Senate elections as well, AFL-CIO Special Counsel Laurence Gold urged at Senate Rules Committee hearings.

Gold noted the rapid proliferation of political action committees set up by corporations and trade associations and their increased importance in the political fund-raising scene.

While union PACs raise their funds in small contributions from a large number of people, the business PACs tend to be funded by the same people who make the maximum allowable individual contributions to candidates in their own names.

"Thus the disproportionate influence which these individuals already exert on the political process is further magnified by their PACs," he testified.

Preliminary data from the 1982 congressional elections show that campaign outlays totaled more than $314 million, with at least 10 Senate candidates individually spending more than $2.5 million and at least 10 House candidates each spending more than $500,000 on their campaigns.

As a result of such spending pressures, candidates must devote "more and more time to raising more and more money" and the public's confidence in the integrity of the electoral process is weakened, Gold warned.

If a public financing bill can't be enacted in this Congress, Gold suggested, "the best legislative step would be adoption of overall limits on the amount which a congressional candidate may accept in PAC contributions."

Wage increases smaller in 1982's major contracts

First-year wage increases under major collective bargaining contracts negotiated in 1982 averaged 3.8 percent, the lowest in the 14 years that the Bureau of Labor Statistics has been keeping such records. Over the life of the contracts negotiated last year, wage increases averaged 3.6 percent a year.

BLS said the principal reason for the low 1982 averages is the fact that nearly half of the workers will receive no first-year negotiated wage increases, primarily in the recession-ravaged auto and trucking industries.

The 1982 pay hikes compared with a first-year increase of 9.8 percent and an annual 7.9 percent raise over term in 1981. The contracts covered a total of 3,257,000 workers.

When the same parties negotiated agreements the last time, usually two or three years ago, the first-year average increase was 7.9 percent and the over-the-contract increase an annual average of 6.3 percent.

But where workers did negotiate an increase this year—including construction, apparel, electrical equipment manufacturing, railroads, and utilities—the contract increases averaged 7 percent in the first year and 5.8 percent over the life of the contracts.

Wage protection

In addition, most contracts not containing specific wage increases, continue to protect workers by cost-of-living clauses tied to changes in the government's consumer price index.

The BLS survey applies to 566 contracts, each covering 1,000 or more workers.

Only 56 percent of the workers covered by the 1982 pacts received a first-year wage increase. Of the remainder, 43 percent received no increase, and 2 percent took a pay cut.

In manufacturing industries, more than half the workers got no pay increase. Pay was frozen for 51 percent of them, and wages cut for 1 percent. In nonmanufacturing industries, wages remained unchanged for 34 percent and were reduced for 2 percent.

Average first-year gains in manufacturing were 2.9 percent, while in nonmanufacturing the increases averaged 4.8 percent.

Over the contract term, 64 percent of workers covered by last year's settlements will receive some wage increase.

Settlements in the construction industry were the smallest since 1978, averaging 6.5 percent the first year and 6.4 percent a year over term, down from 13.5 percent in the first year and 11.3 percent over term in contracts negotiated in 1981.

Two-thirds of the workers under the 1982 settlements are covered by COL adjustment clauses, BLS said. About half of them will not receive any specified wage increase over the life of the pacts. As usual, gains under settlements with COL clauses were smaller than under those pacts without such provisions.

Annual averages

First-year negotiated gains in agreements with COL clauses averaged 2.2 percent compared to 7 percent in agreements without such clauses, BLS said. Over-term annual adjustments were 2.2 and 6.6 percent, respectively.

Average duration of contracts negotiated in 1982 was 31 months. Settlements with COL clauses averaged 34 months, while those without them averaged 26 months.

In key contracts, those covering 5,000 or more workers each, total compensation —wages plus benefits—increased an average 3.2 percent in the first year and 2.7 percent a year over term. About 2,346,000 workers were covered by these settlements.

Effective wage rate adjustments covering the 8.4 million workers under major collective bargaining agreements averaged 6.7 percent in 1982, the lowest in a decade, BLS said. These adjustments resulted from new settlements, deferred increases under contracts negotiated earlier, and cost-of-living adjustments.

About half a million workers under these key pacts received no wage change in 1982. The average increase for the 7.9 million who did get raises was 7.2 percent.

Looking ahead to the first quarter of 1983, BLS said that 157 major contracts covering 513,000 workers are due to expire or be reopened.

Continued high unemployment

Economic blueprint scoffs at job mandate

Continued from page 1

Moreover, the policies framed by the report do not embrace realities of the world economy, he said. The discussion on trade is oriented in a theoretical free world, free market system, completely ignoring the real world of trade today, Oswald pointed out.

"And on the domestic side," he added, "further deregulation is championed for everything from natural gas to broadcasting to financial markets."

Reagan said in his report there are signs the economy "is now on the road to a healthy recovery." A year ago, in a similar report to Congress, he predicted 1982 would see a "vigorous economic recovery." Instead, the country went through its worst recession since the Great Depression of the 1930s.

His Council of Economic Advisers, whose annual report to Congress accompanied the President's, was more cautious in its outlook, however. It predicted the economic pickup, when it begins, would be moderate and that joblessness would stay high for at least several months—possibly climbing a bit more before falling.

Below standard

"The pace of the recovery in 1983 will probably be moderate by historical standards," the council said. "Low capacity utilization rates and the need to rebuild corporate liquidity will restrain capital spending. The worldwide recession and the lagged effect of the appreciation of the dollar will curtail the growth of exports."

The CEA also argued that recovery is threatened by huge federal budget deficits, which have become "a major problem for the American economy." Administration spending plans call for deficits of $208 billion for fiscal year 1983 and $189 billion in the 1984 fiscal year.

If Congress fails to hold the deficits to at least those levels, the CEA said, they could mushroom to sums "far larger than those previously experienced in the postwar period. The economic effects of such deficits are beyond our previous experience."

Council Chairman Martin Feldstein, discussing the report at a hearing of the congressional Joint Economic Committee, said he expects real gross national production will rise at an annual rate of 1 percent in the first three months of 1983, and that economic growth will increase by 3.1 percent between the fourth quarter of 1982 and the fourth quarter of 1983. But he said the prognostications are linked to timing.

"The actual rate of growth in the first quarter will depend on just when the recovery begins," he said. "If we eventually learn that December 1982 was the trough of the recession, the rate of growth in the first quarter of 1983 is likely to be significantly greater than 1 percent.

Slowed recovery

"But if the recovery does not begin until March, the rate of growth for the quarter as a whole could well be negative. The appropriate forecast for the first quarter requires balancing the probabilities of alternative starting dates for the recovery."

Feldstein said that the increase in real GNP that the Administration forecasts implies that employment will rise by more than 2 million persons between the first quarter of this year and the first quarter of 1984. Real GNP is the value of the nation's total output of goods and services, adjusted for the impact of inflation.

For the longer term, between 1984 and 1988, Feldstein said the Administration is forecasting that the economy will grow at 4 percent a year. Inflation, as measured by the government's consumer price index, is projected to average 4.9 percent this year, compared with 3.9 percent in 1982, and average about 4.5 percent each year between 1984 and 1988.

Tripartite panel

Union, business and government panel explores cooperative efforts for increasing productivity and the quality of work life. The 16-member committee was put together by the American Arbitration Association with a grant from the Federal Mediation & Conciliation Service. The labor representatives are AFL-CIO Sec.-Treas. Thomas R. Donahue, Building & Construction Trades President Robert Georgine, State, County & Municipal Employees President Gerald McEntee, Service Employees President John Sweeney, and Richard Hyatt, assistant to the president of the Fire Fighters.

Tobacco Workers win gains for 14,000 in new contracts

Tobacco workers ratified new agreements providing wage and benefit improvements for some 14,000 members of the Bakery, Confectionery & Tobacco Workers in the United States and Canada.

The major contract is with Philip Morris Inc. covering 10,500 workers at Richmond, Va., and Louisville, Ky. Other agreements are with the American Tobacco Co., and Benson & Hedges, Ltd., a subsidiary of Philip Morris.

BC&T members covered by the Philip Morris contract will receive wage increases of 4.2 percent in the first year of a three-year agreement, 4.1 percent in the second year, and 3.5 percent in the final year. Quarterly cost-of-living adjustments of one cent for each three-tenths of a point rise in the consumer price index are continued and folded into base rates each year.

Minimum pension benefits are increased from $16 to $21 per month multiplied by a worker's years of service. Employees with 30 years of service may retire at age 53, down from age 55.

Other gains under the agreement, which took effect on Feb. 1, include significant improvements in disability pay, vision and dental care, vacations, and sickness and accident insurance.

Similar provisions are contained in the new contract with American Tobacco, covering 3,000 workers at plants in Reidsville and Durham, N.C., and smaller units in Richmond.

The contracts were negotiated under the union's long-term agreement with the industry. The 1979 accord calls for binding arbitration if a settlement cannot be reached, and guarantees yearly minimum increases of 3 percent and an indexed annual bonus, which started at $300 and now equals about $330.

Strike ends

The union's agreement covering Benson & Hedges employees in Brampton, Ont., ended a seven-week strike. The pact subsequently was agreed to without a strike at the firm's Montreal plant. About 500 BC&T members are employed at the two locations. The Brampton contract is retroactive to April 1982, the Montreal agreement to December 1982.

BC&T contracts with Lorillard Corp., covering 3,500 workers in North Carolina and Virginia, and with Brown & Williamson Tobacco Corp., covering 3,700 workers in Kentucky and Virginia, will expire early this year. Last month, BC&T negotiated a new pact with the Liggett Group, Inc.

Meanwhile, the union is stepping up its campaign against the nation's largest tobacco firm, the R. J. Reynolds Tobacco Co. Reynolds has been the target of a consumer boycott for what BC&T calls its "long, infamous history of anti-unionism."

Minnesota labor rallies for jobs

St. Paul—Minnesota Gov. Rudy Perpich outlined a legislative proposal for a $100-million jobs program at a State AFL-CIO rally for unemployed workers.

The jobs measure will be detailed in the new Democratic governor's budget measure to the legislature later this month. It will primarily aid the jobless who have exhausted unemployment benefits, provide added funds for weatherization and energy conservation and increase highway construction and maintenance.

To meet the emergency needs of the jobless, Perpich also called for the mobilization of public and private resources for shelters, food banks and medical care.

Minnesota AFL-CIO President David A. Roe told the nearly 1,000 jobless workers and union members concerned with loss of their jobs that state action on employment programs is needed because no meaningful assistance would be forthcoming from the Reagan Administration.

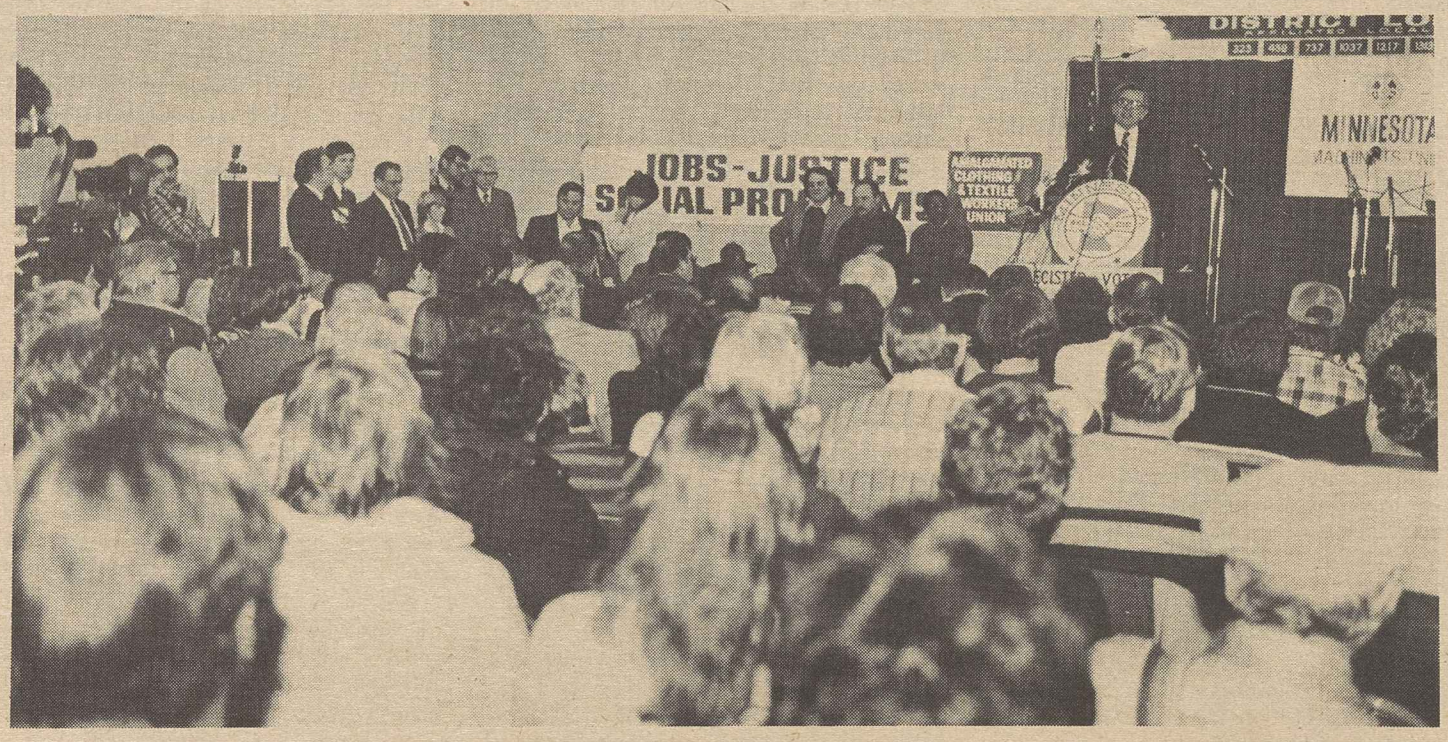
AFL-CIO Social Security Director Bert Seidman detailed the federation's agenda for jobs, extended unemployment benefits, health insurance for the jobless, and long-term programs to stave off home mortgage foreclosures.

The day-long rally ended with passage of a resolution calling for a series of legislative remedies, including a trust fund for public service jobs, extended group health insurance eligibility, longer mortgage redemption and paid job retraining.

Roe said the state federation is again lobbying for plant closing protection and successor legislation. State Rep. James Rice, chief author of a successor bill, called on elected officials to pass measures to provide temporary aid for the "homeless, hopeless and helpless."

State Senate majority leader Roger Moe unveiled plans for a state infrastructure bank to finance public works projects, giving priority to projects based on the number of jobs created.

Barbara Beerhalter, commissioner of the state's Dept. of Economic Security, said she will propose a plan to leverage public money for the creation of private sector jobs by providing matching funds so the hourly wages would be at least twice the minimum wage level.



Gov. Rudy Perpich outlines a $100-million jobs plan at Minnesota AFL-CIO rally for the unemployed.

Reagan appoints Lyons to strategic forces panel

AFL-CIO Vice President John H. Lyons has been appointed by President Reagan to a new bipartisan Commission on Strategic Forces.

In announcing appointments to the 11-member commission, Reagan said it would "review the strategic modernization program with particular focus on our land-based intercontinental ballistic missile system and basing alternatives for that system."

Lyons, president of the Iron Workers, is chairman of the AFL-CIO Executive Council's subcommittee on defense.

Put people first, Canada's bishops ask

Industrialized democracies must reorder their values and priorities to meet peoples' basic social and economic needs, the Canadian Conference of Catholic Bishops warned in a statement on the free world's current economic crisis.

"From the standpoint of the church's social teachings," the bishops said, "we firmly believe that present economic realities reveal a moral disorder in our society.

"The present recession appears to be symptomatic of a much larger structural crisis in the international system of capitalism."

Capital takes precedent

In an age of automation and computers where human work is rapidly being replaced by machines, "capital" is asserted as the dominant organizing principle of economic life, the statement noted.

"This orientation directly contradicts the ethical principle that labor, not capital, must be given priority in the development of an economy based on justice.

"There is, in other words, an ethical order in which human labor, the subject of production, takes precedence over capital and technology. This is the priority of labor principle."

While directed mainly at the Canadian economy, the bishops' statement has wide applicability to other industrialized economies. Like the U.S. economy, the Canadian economy is in recession with double-digit unemployment.

The statement, issued by the CCCB's Commission on Social Affairs, relies heavily on Pope John Paul II's 1981 encyclical to Roman Catholic bishops defending workers' rights, and warning of the "dehumanizing excesses" of modern economic systems. It cites two fundamental Christian principles as the basis for a new approach to economic recovery.

First priority must be given to the real victims of the current recession—the unemployed, the poor, pensioners, women, and young people, the bishops declare in the statement, "Ethical Reflections on the Economic Crisis." Secondly, economic policies must reflect the realization that the rights of workers are more important than the maximization of profits by corporations.

The bishops outlined a five-point short-term strategy for government and business to pursue:

- Unemployment, rather than inflation, should be recognized as the No. 1 problem in overcoming the present economic crisis.
- Policies should aim at creating permanent and meaningful jobs for people in local communities. These should emphasize increased production, creation of new labor-intensive industries for basic needs, and measures to ensure job security.
- A more balanced and equitable program should be developed for reducing and stemming the rate of inflation.
- Greater emphasis should be given to the goal of social responsibility in the current recession. This means that every effort must be made to curtail cutbacks in social services, maintain adequate health care and social security benefits, and guarantee special assistance to the unemployed, welfare recipients, the working poor, and one-industry towns suffering from plant shutdowns.
- Labor unions should be given a more decisive and responsible role in developing policies for economic recovery and employment.

Serving public needs

As long as technology and capital are not harnessed by society to serve basic human needs, the bishops said, they are likely to become an enemy, rather than an ally in the development of a people.

"By placing greater importance on the accumulation of profits and machines than on the people who work in a given economy, the value, meaning and dignity of human labor is violated," the bishops said.

"By creating conditions for permanent unemployment, an increasingly large segment of the population is threatened with the loss of human dignity. In effect, there is a tendency for people to be treated as an impersonal force having little or no significance beyond their economic purpose in the system."

Canada's present strategy for economic recovery, similar to that of the Reagan Administration, aims at restoring profitability and competitiveness in certain industries and providing more favorable conditions for private investment. The causes of inflation are seen as workers' wages, government spending, and low productivity rather than monopoly control of prices. In its measures to achieve recovery, government has strengthened business through corporate tax reductions and direct investment incentives, the statement observed.

Alternative approach

"In effect, the survival of capital takes priority over labor in present strategies for economic recovery," the bishops said. In offering an alternative approach to recovery, they stressed the goals of combating unemployment by stimulating production and permanent job creation in basic industries, developing a more balanced and equitable program for curbing inflation, and maintaining health care, social security, and special assistance programs.

"As a country, we have the resources, the capital, the technology, and above all else the aspirations and skills of working men and women required to build an alternative economic future," the bishops said, urging a public dialogue on major economic issues.

'A deepening moral crisis . . .'

The current structural changes in the global economy . . . reveal a deepening moral crisis. Through these structural changes, "capital" is reasserted as the dominant organizing principle of economic life. This orientation directly contradicts the ethical principle that labor, not capital, must be given priority in the development of an economy based on justice. There is, in other words, an ethical order in which human labor, the subject of production, takes precedence over capital and technology. This is the *priority of labor* principle.

By placing greater importance on the accumulation of profits and machines than on the people who work in a given economy, the value, meaning, and dignity of human labor is violated. By creating conditions of permanent unemployment, on increasingly large segment of the population is threatened with the loss of human dignity.

In effect, there is a tendency for people to be treated as an impersonal force having little or no significance beyond their economic purpose in the system. As long as technology and capital are not harnessed by society to serve basic human needs, they are likely to become an enemy rather than an ally in the development of peoples.

In addition, the renewed emphasis on the "survival of the fittest" as the supreme law of economics is likely to increase the domination of the weak by the strong, both at home and abroad. The "survival of the fittest" theory has often been used to rationalize the increasing concentration of wealth and power in the hands of a few. The strong survive, the weak are eliminated.

Under conditions of "tough competition" in international markets for capital and trade, the poor majority of the world is especially vulnerable. With three-fourths of the world's population, for example, the poor nations of the South are already expected to survive on less than one-fifth of the world's income. Within Canada itself, the top 20 percent of the population receive 42.5 percent of total personal income, while the bottom 20 percent receive 4.1 percent.

These patterns of domination and inequality are likely to further intensify as the "survival of the fittest" doctrine is applied more rigorously to the economic order. While these Darwinian theories partly explain the rules that govern the animal world, they are in our view morally unacceptable as a rule of life for the human community.

—From a statement on the economic crisis by the Episcopal Commission on Social Affairs, Canadian Conference of Catholic Bishops, January 1983.

Kirkland offers a 'modest proposal' on trade

The following is from the transcript of a news conference by AFL-CIO President Lane Kirkland, Jan. 26, 1983, Washington, D.C.

QUESTION: Mr. Kirkland, the President last night called for keeping free trade and spoke against this protectionism mood in the country. Are you going to modify in any way or change your policies?

KIRKLAND: Well, I think I may use this occasion to announce my conversion to the principle of Adam Smith and David Ricardo and John Stuart Mill. I think the arguments for free trade are so convincing that it would be nice if we had some, and we ought to really do something about it. So I am thinking of drafting a bill that will be introduced in the next Congress—it will be called the "Free Trade, Anti-Protectionism and Anti-Hyprocrisy Act of 1983." And it will go something like this:

Whereas, certain practices distort the free flow of commerce and diminish the wealth of nations, deprive consumers of the benefits of comparative advantage, and are otherwise contrary to national policy, now;

Therefore, first, it shall henceforth be illegal for any American corporation or person to engage in a transaction involving a product of which any portion is required to be manufactured abroad because of the existence in another country of a domestic content statute.

Secondly, it shall henceforth be illegal to engage in a barter transaction with a state-trading monopoly — that will be known as the Donald Kendall and Armand Hammer clause.

Third, it shall henceforth be illegal to engage in a transaction involving any product or commodity for which any part of the price or terms is subsidized, directly or indirectly, by the state.

Fourth, it shall be illegal to engage in any transaction involving a commodity the price or supply of which is controlled by an international cartel.

State manipulation

And I can go on—fifth, it shall be illegal to engage in any transaction involving the use of a currency of which the exchange rate is managed or manipulated by a state.

That is only a partial list of the prohibited protectionist transactions I would have in mind.

We'll have some definitions. We'll say, inasmuch as discussion of this subject has been poisoned by word pollution, certain terminology must be made standard. For example, those entities now known as "free trade zones," that is to say locations in certain territories where goods are produced under a restriction that none of them can be imported into the domestic market of the country where they are located, shall hereinafter be known as "protectionist zones."

On the enforcement part, the bill will say—and this may require a constitutional amendment—inasmuch as it is commonly understood by those well versed in these matters that considerations of human values and human rights and human standards ought not to be treated as relevant in determining the flow of commerce, or as criteria affecting economic transactions between nations—that is to say, that all values are fungible—now, therefore: as means of enforcement, any punitive measures practiced by any trading nation in the world, shall be available for the enforcement of this statute.

Therefore, for the first offense, the perpetrator shall have his right hand severed at the wrist. For the second offense, five years at hard labor at the prevailing wage in a Mexican asbestos plant. And for the third offense, as soon as any necessary treaty arrangements can be contrived, the offender shall be sentenced to ten years in the Gulag.

One added proviso: any person who, after the enactment of this statute, advocates, condones, engages in, or conspires to engage in the violation of any of these provisions, who is thereafter apprehended in the act of making a free trade speech to the Council on Foreign Relations, to the Aspen Institute, to Bilderberg, to Ditchley, or to any other such forum, national or international, shall have his tongue extracted by heated tongs.

That's my trade program.

$1 million back pay installment met

Atlanta—Florida Steel Corp. has made a $1-million installment—with still another $1 million due—on a $5.3 million back pay award won by the Steelworkers and AFL-CIO Industrial Union Dept.

The payments are the result of a nine-year-old legal battle that led to the second largest settlement in National Labor Relations Board history.

USWA Vice President Leon Lynch said checks for $1 million were issued in January to 185 active workers at Florida Steel and another $1 million will be paid to inactive workers as soon as calculations are completed. The payments were made to workers in the company's Indianton, Fla., and Charlotte, N.C., plants.

The NLRB upheld USWA and IUD charges that Florida Steel illegally withheld wages and benefits from workers beginning in 1973 and 1974, after they voted for USWA representation.

Lynch charged that the company still evades its obligation to bargain in good faith with the union.

The USWA has won 21 separate unfair labor practice cases against Florida Steel and additional charges are pending.

EDITORIALS

Shades of the '30s

WHILE PRESIDENT Reagan continues to warn against trying to "quick-fix" the economy, the plight of America's unemployed grows increasingly desperate.

Unemployment insurance at best is only a partial wage replacement, and a large and growing number of jobless workers do not even have that thin support. Either their benefits have run out or they are new entrants seeking a foothold in a recession-ravaged job market.

Perhaps a more accurate term—depression—should be used to describe the nation's economic plight. A recent scholarly analysis of unemployment statistics during the 1930s demonstrates that today's level of unemployment is very much in line with the true rate during the later years of the Great Depression, from 1936 to 1940.

Once again, in cities across this once-prosperous nation, soup kitchens are becoming vital sources of food for unemployed workers and their families.

To the President and his economic advisers, public works projects and community service employment as a counter-cyclical force to recessions represents "quick-fix" and "make-work," the dirtiest phrases in the Administration's economic vocabulary.

The argument is made that by the time public works programs can make a dent in unemployment, the economy will be back on course and the programs won't be needed.

That was the Administration's line a year ago when the unemployment rate was nudging 9 percent. It was the line in the post-election session of Congress when, with unemployment firmly in the double-digits, the President threatened to veto an urgent appropriations bill if it included funds for a jobs program. And it's still the line today when the Administration's own economic forecasts project further years of recession-level unemployment.

THE ONLY "make-work" the Administration supports is a mandatory "workfare" to assure that the needy work off the value of their food stamps.

In the last session of Congress, the President's solution for unemployment was the suggestion that every business hire one additional employee. That would solve the problem, Mr. Reagan insisted.

The Administration's solution for this year is to allow the long-term jobless to trade the additional weeks of unemployment insurance provided under the federal supplemental program for certificates that would give any employer who hired them a tax credit from the government equal to the value of the unemployment benefits.

For the young, who have no tax credits to peddle, the President's answer is a subminimum summer youth wage. The fast-food outlets will applaud this reasoning; the youngsters who serve up the hamburgers may be less enthusiastic.

Is this really the best the President and his staff can up with to get America back to work?

If so, Congress must do better.

White House Insulation

IT SEEMS incredible that the programs for the poor that were so savaged in the first two Reagan budgets have been targeted by the Administration for the most severe of the new round of cutbacks.

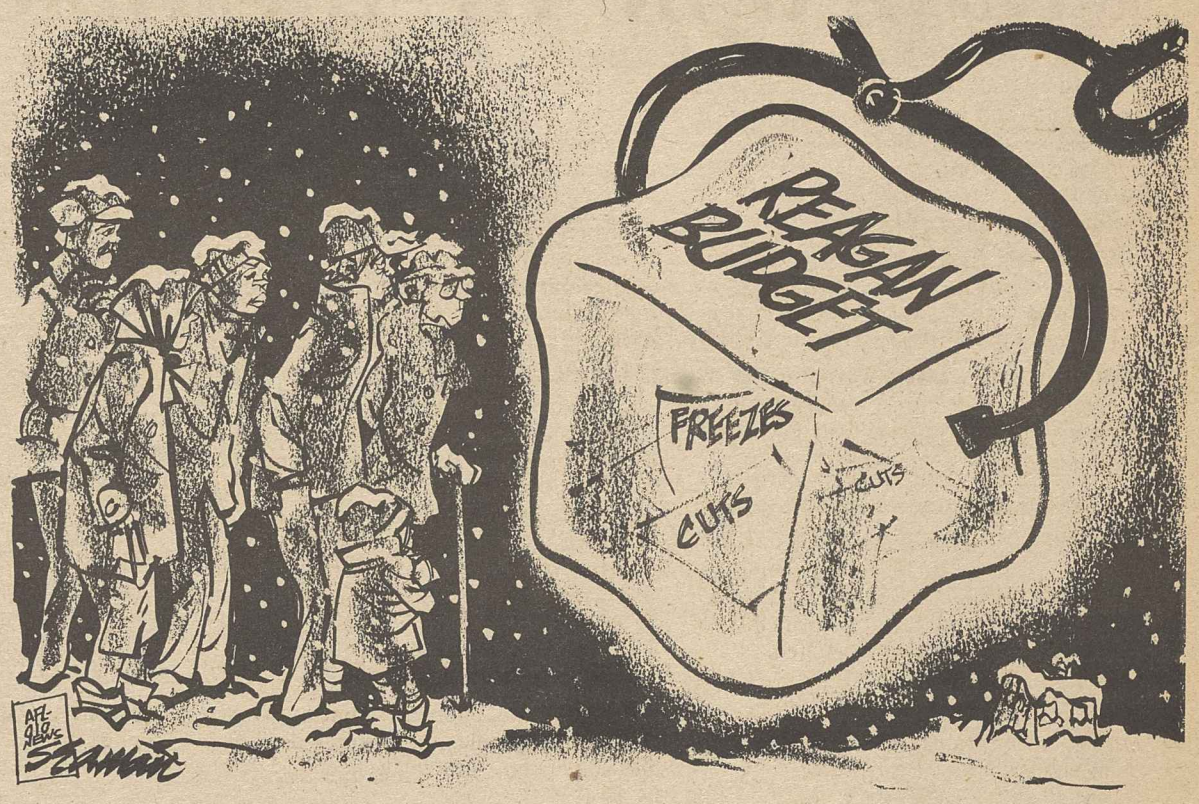
Yet that's the case, according to a compilation of budget requests for programs serving America's neediest. The total would be slashed 14 percent below present levels.

At the same time, President Reagan has asked Congress for a 10.6 percent rise in funds for White House residence expenses in addition to more money for the White House offices.

Holding down the cost of government is "strong medicine," the President said in his budget message. But, he insisted, "just as all will share in the benefits that will come from recovery, all should share fairly in the burden of transition."

Some freezes are colder than others.

Home Delivery



Washington Window

Health insurance cutoff double burden for jobless

By Press Associates, Inc.

One of the most serious consequences of the current recession is the loss of health care protection by the unemployed and their families.

Under the nation's private health insurance system, more than 85 percent of all workers obtain health care coverage through their employers.

Losing a full-time job usually means losing health care protection, too.

Some 11 million unemployed persons and their dependents lacked health care insurance due to job loss in December, according to the Congressional Budget Office. Labor experts say that figure is much higher—up to 30 million people when discouraged workers, part-time workers who cannot find full-time jobs and their dependents are added to the "official' unemployed.

What these statistics don't show is what it means to lose health insurance.

At a recent House hearing, a panel of unemployed witnesses described what it is like to have no insurance and need health care.

Judy Duperry, a member of Auto Workers Local 626 in Bristol, Conn., was laid off from the assembly department of a General Motors plant in October 1981, after working there since 1974. She exhausted her unemployment benefits in May 1982 and her health coverage ran out in November. Unable to find full-time work, she has supported herself and her two children on part-time jobs. She said she has trouble paying the rent and cannot possibly afford private health insurance.

Borderline leukemia

Duperry's six-year-old son has been diagnosed with borderline leukemia and is supposed to see a doctor every six months. But she cannot afford the visits or medication he needs.

When her son became ill with a very high fever after her health coverage ended, she took him to the emergency room at the local hospital. The hospital refused to treat him because Duperry had no insurance. She ended up treating him at home and hoping for the best.

Camille Laskowski, a member of District 1199 of the Retail, Wholesale & Dept. Store Union, worked as a secretary in a Brooklyn hospital for 17 years until she was laid off last June. Her unemployment benefits and extended health insurance have ended.

With serious health problems, including heart disease, arthritis and cystic fibrosis, Laskowski must see three specialists and faces costs of over $100 a month for medications.

Mary Williams, a member of Steelworkers Local 2609, worked at Bethlehem Steel in Baltimore for four and one-half years until she was laid off last April. She said she could not afford to pay the insurance premium for herself and her daughter out of her jobless benefits.

$2,300 hospital bill

The day after Christmas, Williams was admitted to Johns Hopkins hospital for diagnosis and treatment of gall stones. The bill for tests, treatment and a five-day hospital stay came to $2,300. Williams said she applied for medical assistance but, if she doesn't get it, she doesn't know how she will pay.

In some ways, these unemployed workers were better off than average jobless Americans. They belonged to unions which had negotiated extended health care coverage in their contracts.

Most unemployed workers lose health insurance immediately or within one month after layoff and most do not qualify for federal health programs such as Medicaid. Their options are limited and, understandably, they choose to spend what money they have on food and shelter rather thon on costly health insurance premiums.

AFL-CIO news

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Vol. 28, No. 5 SATURDAY, FEBRUARY 5, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
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MEMO FROM COPE

Reagan vs. Reality

The President says everything's looking up, and he's the one who did it.

(Excerpts from President Reagan's statement awarding himself an A+ on a self-graded report card covering his first two years in office—Jan. 20, 1983.)

Today marks the second anniversary of this Administration. . . . I thought a little personal perspective might be appropriate.

Looking back, I guess my greatest satisfaction is the conviction that a country that was skidding dangerously in the wrong direction . . . losing faith in its own future, has been set on the right course.

We've begun to undo the damage that the over-taxing, over-spending, over-regulating binge of the '60s and '70s inflicted on the American way of life. . . .

My biggest regret is that because the accumulated damage has piled up so high for so long, putting America's house in order has been a tough and painful task. . . .

It's a real human tragedy that so many of our people today are still suffering for the political mistakes of the past, that we've finally started to correct.

And now, let's look ahead for a moment as we enter our third year. I see an American economy and an America on the mend. Nearly every economic indicator shows us heading into recovery. . . .

So I say that for all our troubles, midterm finds this Administration and this country entering a season of hope.

(Excerpts from White House document grading Reagan's first two years—also an A+.)

. . . By year's end (1982) the underlying problems which had made the recession so severe had begun to respond to the medicine of fiscal restraint. Evidence was accumulating that the economy was poised for recovery.

Acting forcefully and fairly, President Reagan had averted the calamity-in-the-making which greeted him when he took office. By significantly reducing record inflation, taxation, interest rates, excessive spending and regulation, Ronald Reagan kept important promises to the American people. . . .

By the end of 1982, grave problems of unemployment remained and a deep recession had driven federal budget deficits to levels that demanded fresh attack. But the nation's traditional confidence and belief in its greatness were reappearing. . . .

* * * * * *

Reagan Fairness

"The corporate tax . . . (it) is very hard to justify its existence."—President Reagan, Jan. 26, 1983.

Recent Reagan proposal: Tax employees on their employer-paid health insurance premiums on everything over $2,100 a year (now counted as tax-free fringe benefit).

► **Contrast: Getting rid of corporate tax would hand $65 billion (1982 tax year figure) to corporations, remove it from federal treasury. Taxing workers' health premiums would cost the average worker $141 a year in added federal taxes, plus $48 in state and social security taxes—yield estimated $2.3 billion for federal treasury, plus $800 million in state and social security taxes.**

One Bean Counts

It was jelly beans at dawn for two candidates for the Dayton, Ore., city council who deadlocked with 126 votes each in the recent elections.

Election officials decided to pick the winner by lot, but not by the customary flip of the coin or draw of the straw. Someone held a bowl of red jelly beans—and one green one—over the candidates' heads. They drew alternately until, on the seventh draw, John Pachecho pulled the green one. He beat Lowell Stevens 126-plus-green-bean to 126-no-green-bean.

The facts say it's a real mess out there and a lot of Americans are hurting.

(This is an A+? Where we were at Reagan's midterm.)

► Unemployment at 12 million, the highest number of jobless individuals in our history. . . . More than 4.1 million of these deprived of their jobs since Reagan took office. . . . An average higher than two million a year.

► An additional 1.8 million unemployed workers too discouraged to continue the search for jobs. . . . An all-time record number.

► More than 6.4 million persons employed part-time who want, need and are seeking full-time jobs. . . . Another all-time high.

► Add them up—20.2 million hit by job and/or income loss.

► 30 million workers expected to suffer some unemployment in 1983.

► Factory utilization at an all-time record low—in the range of 67 percent. . . . For the auto industry only 44 percent. . . . For iron and steel only 40 percent.

► Planned future capital spending. . . . Which is needed to help get *out* of recession and create jobs. . . . Down 22 percent in the most recent available figures.

► After-tax profits. . . . Another indicator of what can be expected to help fuel real recovery. . . . Down nearly 30 percent from 1981 to 1982. . . . Sharpest decline in more than 30 years.

► Business failures. . . . Nearly 500 a week in 1982, the highest rate in 50 years.

► All-time records in mortgage loan delinquencies and in foreclosures. . . . working people, in many cases, thrown out of their homes. . . . small farmers, in other instances, thrown off their land.

► For the poor. . . . More poverty. . . . More hardship. . . . Less food. . . . Less health care.

► Medicaid coverage. . . . Taken away from 700,000 low-income children by Reagan program cuts.

► Another 725,000 persons, two-thirds of them children or women of child-bearing age, robbed of coverage at community health centers.

► State programs. . . . Deprived of large portions of federal aid. . . . Curbed in the areas of child nutrition and in health care for expectant poor mothers, for infants and children.

► Millions deprived of food stamps or suffering severe reductions.

► One million children from low-income families forced off the federal school lunch program.

► Job safety protections cut.

► Environmental protections cut.

► Health protections cut.

► Consumer protections cut.

► Education programs cut.

► Expected federal budget deficit: $200 billion, an all-time high.

Reagan Revisited

"We who are in government must take the lead in restoring the economy."—President Reagan, State of the Union Address, Jan. 25, 1983.

"Government is the problem, not the solution."—President Reagan, on at least 1,745 occasions.

(The President subsequently explained he meant government should "take the lead" because—reverting to his tried and true earlier position—it was government that created the mess to begin with.)

Tips for President On Hiding Meaning

Governmentese—the language of government—is meant to obscure meaning. The President has done a beautiful job of this in describing the impact of his budget.

Actual spending cuts are called "spending freeze" or "structural reforms." Proposed future tax increases are "a deficit insurance policy." The Reagan Recession is "the prolonged, costly transition to non-inflationary growth."

These are called euphemisms, and sooner or later the Administration will run out of them. For its future benefit, these suggestions:

Cuts in nutrition for the needy: "Cholesterol control."

Unemployment: "Extended involuntary vacation."

Cuts in health care programs: "Medical facilities pressure relief."

Education cuts: "Temporary pause to assess where we are learningwise."

Odds 'n Ends

SLIPPAGE FOR REAGAN heavy among, of all groups, leaders of both large and small businesses, according to recent polls. Granted, polls ebb-flow-rise-fall, but unmistakable down trend is present from group he has courted most avidly with all kinds of tax, and other, goodies.

POLL OF SMALL BUSINESS chiefs by Dun and Bradstreet finds only 34 percent now expect Reagan economic program to have healthy effect on economy—cut almost in half from the 66 percent confidence of a year earlier.

ANOTHER SAMPLING of small business—this one by the Walter Heller Institute—shows 30 percent decline of confidence in Reagan's leadership and large minority—39 percent—finding no help coming from Reagan's much-ballyhooed tax program.

AMONG BIG BUSINESS leaders, confidence in Reaganomics plunged from 58 percent in December 1981 to 27 percent a year later, according to Gallup Poll. Among executives of mid-level companies, confidence in President sagged from 61 percent to 41 percent December 1981-December 1982.

EVEN IN ENERGY BELT, support sags. Top corporate leaders in Texas, Louisiana, Oklahoma and Arkansas supported Reaganomics heavily—62 percent—as of April 1982, according to a poll. By December, support plummeted to 44 percent.

THIS IS RECOVERY? Fair question. Many economists see recent indicators as signs that "economic recovery" is imminent. Not a one of them, however, envisions early substantial dent in joblessness. In fact, all predict unemployment will remain *above 10 percent* for many years and above nine percent through this decade. What kind of "recovery" leaves nine or 10 of every 100 workers out of work? A feeble one!

WHILE WE'RE AT IT, what—or rather, who—are we "recovering" from? Seems overall the economy was pretty healthy as of January 1981—problems, yes; inflation, yes, though much of it energy-induced, with that part lowered the last two years less through anything positive this Administration has done than on account of oil glut, conservation practices and lower demand caused by recession. Other inflation reductions clearly result of recession. Many economists agree recession was due, but Reagan programs made it a much deeper downer than necessary, and a much longer one.

IMPACT OF RECESSION, plus cuts in federal aid, leaves many states in economic hot water. Average state entered this new fiscal year with just enough revenue in reserve to finance four working days. Reserves plummeted by two-thirds in one year.

AFL-CIO news

SATURDAY
FEBRUARY 12, 1983
VOL. 28, NO. 6

Labor asks tax reforms to pay for jobs program

Jobless rate decline laid to seasonal fluke

Unemployment is still at an "intolerable" level in spite of an apparent decline in the nation's jobless rate to 10.4 percent last month, the AFL-CIO declared, calling for immediate action to alleviate the suffering of millions of workers without jobs.

"Congress must replace the unfair, distorted budget proposed by the Reagan Administration with provisions that will create jobs, protect the disadvantaged, and put the economy on the road to recovery," Federation President Lane Kirkland declared.

Kirkland said the four-tenths of 1 percent drop in the government's January seasonally adjusted jobless rate was derived largely from "mathematical statistics" made after every winter holiday season.

"The apparent drop in the unemployment rate reflects no real improvement," he said. "The new statistics indicate there is no upsurge in jobs. The decrease in the rate of joblessness was accounted for by the disappearance of some 600,000 individuals from the workforce."

Problems cited

Both the Bureau of Labor Statistics and the AFL-CIO's Dept. of Economic Research warned there may be serious seasonal adjustment problems with the January data that could have produced an exaggerated decline in the jobless rate. These problems could result in a reversal of the decline in coming months. A year ago, for instance, the January 1982 data showed a decline from a December rate of 8.8 to 8.5 percent. When revised figures were released, both the December and January rates were 8.6 percent.

Unusually mild weather last month may have contributed to the 115,000 increase in seasonally adjusted construction employment, federation economists said, noting that there was a drop of a quarter-million in the industry's unadjusted employment total. Similarly, a slow Christmas sales season last year meant less hiring than usual in December and thus fewer firings of temporary workers in January.

BLS Commissioner Janet L. Norwood said that seasonal adjustment is most difficult for January and June figures because weather and holiday-vacation patterns tend to change from year to year.

"Data for the month of January typically are subject to large seasonal swings, which are especially difficult to interpret during cyclical periods," she observed at a briefing before the congressional Joint Economic Committee.

Dubious improvement

She said that while last month's data indicated some improvement in the labor market, "the evidence suggests that the seasonal adjustment process may have somewhat exaggerated the December-to-January change."

For the first time, BLS calculated an unemployment rate based on the number of armed services personnel stationed in the United States as well as the civilian workforce. Under this new statistical system, the seasonally adjusted rate was determined to be 10.2 percent. This was down from what would have been 10.7 percent

Continued on Page 9

Saving El Salvador

Salvadoran trade union leaders at a press conference at AFL-CIO headquarters stressed the need for continuation of land reform to solve their country's social and economic problems. The land redistribution program is due to expire next month. From the left, Samuel Maldonado of the Salvadoran Communal Union, Euladio Lopez of the Confederation of Salvadoran Workers, Francisco Zaldana of the Federation of Unions of Construction, Transport & Allied Workers and William C. Doherty, Jr., executive director of the American Institute for Free Labor Development.

U.S. urged to suspend arms aid to El Salvador

By James M. Shevis

All U.S. military aid to El Salvador should be suspended until the killers of two American labor representatives and a Salvadoran union leader are brought to justice, the AFL-CIO declared.

"There is no conscionable way we could see money provided by workers and taxpayers of this country going to the army of El Salvador, when it refuses to prosecute its own personnel for the killing of our citizens," Executive Director William C. Doherty, Jr., of the American Institute for Free Labor Development said at a press conference at the federation headquarters.

In seeking justice in the case of the 1981 murders of AIFLD representatives Michael Hammer and Mark Pearlman, Doherty said, "we are seeking for all Salvadoran citizens the right to live under a rule of equally applied law.

"Until justice is available to all Salvadorans, true peace and democracy cannot prevail in that country, and our Salvadoran brothers and sisters will be condemned to live in an unjust society."

Continued on Page 4

Kirkland hits inequities of Reagan plan

By David L. Perlman

A fast-track economic recovery program can be funded through tax reforms that would take a big step toward restoring fairness in government, AFL-CIO President Lane Kirkland told the House Budget Committee.

Kirkland stressed the "terrible urgency for Congress to move to immediate job creation" and protested the inequities of President Reagan's budget proposals.

"A federal budget should be the conscience of a nation, a clear expression of its hopes and priorities," Kirkland insisted. But the Reagan budget, he said, would "continue rewarding those with wealth and privilege" while demanding new sacrifices from the needy.

The AFL-CIO Executive Council will meet on Feb. 21 to shape the details of labor's alternative budget, Kirkland told the House committee.

Recovery agenda

He said the AFL-CIO's economic recovery agenda includes a large-scale community development program with 100 percent federal financing for cities to hire additional workers to provide needed services. It includes accelerated public works to provide quick employment and stimulate economic growth. And it calls for new federally assisted housing construction that would enlarge the supply of affordable housing while reducing unemployment.

Some Budget Committee members asked whether so much of the stimulus for economic recovery should come from the government sector rather than private industry.

"There are people hurting out there," Kirkland pointed out. America can't tolerate the abandonment of the full-employment goal mandated by the Humphrey-Hawkins Act, he insisted.

Kirkland reminded the panel members that the Administration's proposed budget

Continued on Page 4

Federal unions cite pension fears

A House Ways & Means subcommittee wound up hearings on social security legislation after testimony that combined general praise for the recommendations of a bipartisan national commission with criticism of some of the specifics.

Unions representing federal and postal employees voiced strong objections to the proposal to bring new workers under social security coverage instead of including them in the existing Civil Service Retirement System.

Kenneth T. Blaylock, who testified both as president of the AFL-CIO Public Employee Dept. and as head of the American Federation of Government Employees, challenged the motive of the changeover proposal. He charged that federal and postal workers were being used as "political pawns" to pump more revenue into the social security trust fund without any consideration of the destructive impact on the existing civil service retirement program.

Blaylock questioned, as did Letter Carriers President Vincent Sombrotto and Postal Workers President Moe Biller, the assumptions of "savings" that would result from the changeover and from another recommendation to end so-called "windfall benefits" to workers covered by both systems.

Taxing full payroll

Blaylock commended the alternative suggested by AFL-CIO President Lane Kirkland, who served on the bipartisan commission, that the federal coverage issue be deferred and that revenue needs be met by extending the employer portion of the social security tax to cover a firm's full payroll.

In some other areas of the commission's recommendations:

- National Council of Senior Citizens President Jacob Clayman termed the consensus recommendations of the bipartisan commission "a generally acceptable compromise" but said the proposed six-month delay in cost-of-living adjustments for present retirees would hit hardest "the low-income elderly with little or no other financial support."

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LEGISLATIVE ALERT!

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The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

2/12/83

OSHA asks 'static' budget for fiscal '84

Occupational Safety & Health Administrator Thorne G. Auchter, boasting that his agency has proven it is now "doing more with less," has submitted a budget request for fiscal 1984 for $210.8 million—an increase of just $4 million over this year.

George H. R. Taylor, director of AFL-CIO Dept. of Occupational Safety & Health, charged that such a budget will leave the agency "static" since it fails even to cover increased costs of inflation.

Only one additional full-time position is requested for the agency.

Auchter estimated OSHA would conduct some 63,500 inspections in fiscal 1984, the same as in fiscal 1983. Taylor pointed out that half the inspections now being done are "paper" inspections—where inspectors review the health and safety records of a plant without making a physical "walk-through." "The decline in the number of real inspections is continuing," Taylor said.

The OSHA budget also shows that the agency contemplates issuing only two new health standards in fiscal 1984, compared to the eight standards issued in fiscal 1983. Ten new safety standards are anticipated, compared to only three in fiscal 1983.

Cuts in research

The agency's request for the National Institute for Occupational Safety & Health, OSHA's research arm, is down by $2.7 million and includes no request for training funds. Congress designated $5.7 million for training in the NIOSH appropriation included in the fiscal 1983 continuing resolution it passed in December.

OSHA again proposes legislative language that would set "benchmark" levels for state-run programs. It unsuccessfully sought similar legislation in an appropriations bill rider last fall. The rider would have reduced the number of enforcement personnel from the 2,837 inspectors required by the benchmark set during the Carter Administration to just 752.

The agency recommended language specifying that state-run programs will not be required to reduce their staffs if they employ more persons than recommended in OSHA's benchmark proposals.

Taylor said the budget request for the Mine Safety & Health Administration recommends elimination of 156 inspectors.

6 trade unionists awarded degrees in labor studies

Six more trade unionists have been graduated with degrees from the George Meany Center for Labor Studies.

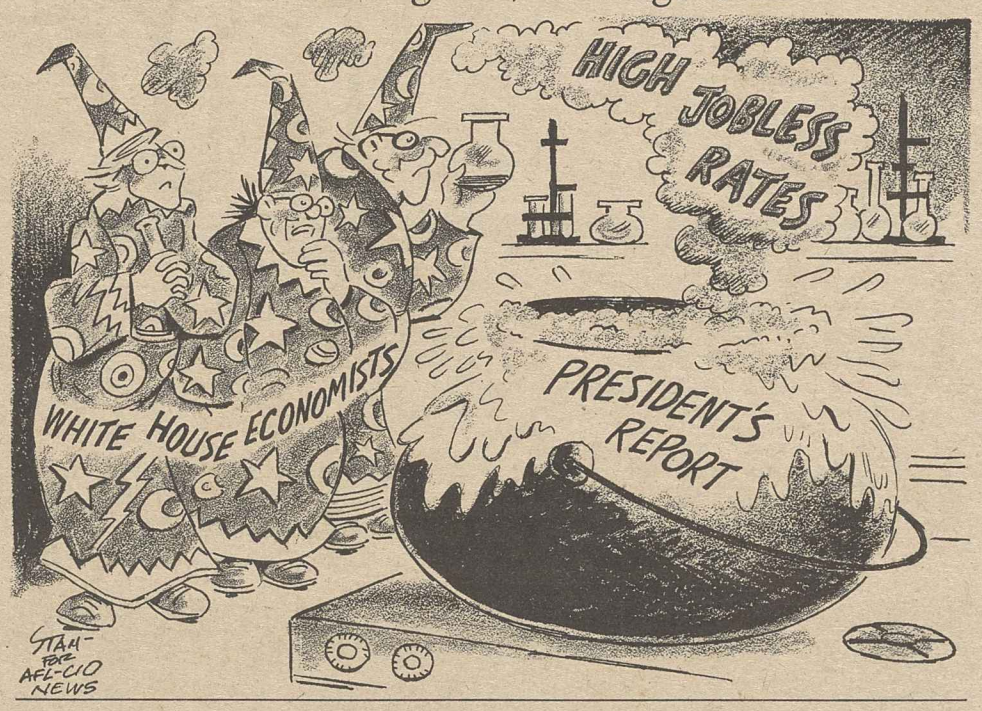
The new graduates are Van Edwin Blades of Aurora, Colo., Food & Commercial Workers; Alexander C. Cullison of Kenner, La., Marine Engineers; Suzanne C. Kaszar of Akron, Ohio, Rubber Workers; John P. Kurtz of Lakewood, Colo., United Transportation Union; Paul McQuillen of Hamburg, N.Y., Railway & Airline Clerks, and Charles LeRoy Stover of Lanham, Md., Operating Engineers.

In a commencement address, President John DeConcini of the Bakery, Confectionery & Tobacco Workers urged the graduates to "get out there on the stump and work as disciples, evangelists and preachers to make sure the American people know of the great contribution the trade union movement has made to this country."

The college degree program is offered by Antioch University in cooperation with the George Meany Center. It permits the participants to work toward college degrees without interrupting their union work. They also earn college credits for competencies gained through union activities.

With the February commencement, 39 unionists have received degrees of bachelor of arts in labor studies since the program was started in 1974.

'Well, Garbage In, Garbage Out!'



Improved jobless benefits pressed at House hearings

The AFL-CIO asked Congress to strengthen the unemployment insurance program instead of diverting scarce federal funds into a new voucher system of tax credits for employers.

A House Ways & Means subcommittee is considering legislation to continue the temporary program of from eight to 16 weeks of federal supplemental benefits beyond its Mar. 31 expiration date. But more than a patchwork measure is needed, AFL-CIO Social Security Director Bert Seidman testified.

Seidman, joined by Associate Legislative Director Robert McGlotten, said the severity and duration of the present recession has spotlighted the inadequacy of the existing unemployment structure.

"Not since the Great Depression have so many workers been without jobs," Seidman noted, and cutbacks in the extended unemployment compensation program legislated by Congress in 1980 and 1981 cut holes in the safety net just as the recession was getting under way. Fewer than half the states now pay the additional 13 weeks of extended benefits to jobless workers whose regular state benefits have been exhausted.

Extending benefits

Against that backdrop, the establishment of the temporary federal supplemental benefits program "was a much needed step in the right direction," he said. It should be continued "for at least one year beyond its current expiration date."

But a simple extension "is not enough," Seidman testified. Benefits of unemployed workers shouldn't depend on where they happen to live or work.

"A federal program of unemployed benefits, financed from general revenues, must protect unemployed workers equally," he said.

Seidman urged the AFL-CIO's proposal for a permanent federal supplemental benefits program of at least 26 weeks of payments in addition to regular state benefits and the extended benefits program. The added federal payments should not depend on state trigger rates, he said.

As for the Administration plan to encourage the hiring of the long-term unemployed by rewarding employers with additional tax breaks, Seidman protested that it wouldn't result in job creation and would be wide open to abuse.

Seidman criticized also Administration proposals to tighten the requirements for federal supplemental benefits and to condition payments on participation of jobless in training programs regardless of their practicality.

Targeted training

Instead, he said, "unemployed persons should be allowed and encouraged to choose training for which there is a reasonable expectation of a job."

Seidman noted the burden the long recession has put on state unemployment insurance reserves and suggested that Congress reimburse all states from general revenues for their share of additional costs resulting from recession. He urged a flexible repayment schedule for states that have borrowed unemployment insurance money from the federal government so that repayment would not have to begin until the state program has replenished its reserves.

For the future, he suggested a system of federal reinsurance.

Seidman also protested an Administration proposal that would set stricter eligibility standards—requiring a longer work history in the year before unemployment—for the supplemental benefits program.

The present 20 weeks of work requirement is "more than sufficient to demonstrate long-term attachment to the labor force." Seidman said. Adding an additional 10 weeks would deny benefits to hundreds of thousands of unemployed men and women.

Steelworkers seek security, aid for jobless

Pittsburgh—Bargaining goals laid out by the Steelworkers for 1983 contract negotiations with major steel companies call for job security and help for unemployed members who are the victims of today's "harsh economic climate."

Negotiations on local issues with the "Big Eight" companies began Feb. 7, and industry-wide talks on wage and benefit issues are expected to get under way by Feb. 15.

A statement of overall bargaining strategy adopted by the union's Basic Steel Industry Conference earlier this month says USWA negotiators will consider some wage and benefit reductions to help the depressed industry "get over the hump" of the current economic crisis.

But in return, they will insist on a contract that will repay workers for any concessions, require that savings to the companies be put back into their industry and provide job security.

Early agreement

Although the current three-year agreement runs until Aug. 1, Steelworkers Vice President Joseph Odorcich said both parties hope to reach agreement on a new contract by Mar. 1 before major customers place orders that could otherwise go to foreign producers.

The major companies involved in the negotiations are U.S. Steel Corp., Inland Steel Co., Republic Steel Corp., Bethlehem Steel Corp., Jones & Laughlin Steel Corp., Armco Inc., Allegheny Ludlum Steel Corp. and National Steel Corp.

The statement adopted by the 230 local union presidents who make up the conference—and who will vote on a final agreement—notes that the USWA is going into negotiations in "the severest economic climate" since the union was founded in the 1930s. It charts an overall bargaining strategy meant "to stem the tide of unemployment and make jobs more secure" and "to provide benefits for those on layoff."

Before the union talks about concessions, the conference said, it must be satisfied that the company is really in trouble and that any wage "relief" be answered by commitments to "materially improve" job prospects.

Concession protection

The USWA said it wants "safeguards" if any concessions are made, including a plan to repay any wage or benefit cuts during the life of the contract, such as by cash, preferred stock, profit-sharing or related programs. The union will also insist that cost-of-living structures are maintained.

Companies will be pressed to make "enforceable" commitments against permanent shutdowns of plants during the term of the agreement. The USWA also will want guarantees that "savings realized from any relief negotiated by the union," will be reinvested in plants and facilities where union members work, not in other "corporate ventures."

New graduates of the George Meany Center, from left, Alexander Cullison, Suzanne Kaszar, Van Blades, John Kurtz, Paul McQuillen and Charles Stover are congratulated by Bakery, Confectionery & Tobacco Workers President John DeConcini, second from right, and Fred K. Hoehler, Jr., the center's director.

Summer or winter

Lower youth pay hit as 'wrong approach'

Reducing the minimum wage isn't the answer to high youth unemployment, AFL-CIO Research Director Rudy Oswald insisted at House hearings.

Oswald told the House Education & Labor Committee that the AFL-CIO's opposition to past proposals for a subminimum youth wage applies also to the Reagan Administration's new focus on summer jobs.

Some surprise

The Administration wants to drop the minimum wage to $2.50 an hour for persons under 22 between May 1 and Sept. 30 each year. At a budget briefing, Labor Sec. Raymond Donovan predicted "a pleasant surprise" at the number of $2.50-an-hour summer jobs that would open up for youth, although he conceded that some of them would come from the replacement of adults by younger and lower-paid workers.

Oswald told the House committee that there is a need for youth employment and training programs and for improved vocational education. "Unfortunately, the Administration is taking the wrong approach" by supporting a special summer subminimum wage.

The $3.35 minimum has already been reduced 15 percent in real buying power, Oswald noted. And an accompanying AFL-CIO fact sheet noted that the Administration proposal would also undercut the special $2.84-an-hour rate now paid to some 500,000 full-time students working part time and to handicapped workers in sheltered programs.

It stressed that the major impediment to youth summer employment is the depressed state of the economy.

Labor's alternative

Oswald's testimony described the principal ingredients of labor's job program and emphasized the need for direct government job creation.

The $200 billion deficit now projected for this fiscal year would have been substantially less if the AFL-CIO's job proposals had been adopted last year, Oswald said. But at that time, he noted, President Reagan was contending that any jobs program would be too costly.

"Job creation is a moral, social, political and economic imperative," Oswald insisted.

Every one million jobless workers cost the nation nearly $30 billion. Added to that, Oswald testified, are the "tremendous social losses" from unemployment, including "physical and mental illness, family disorganization, social alienation and crime."

Yet the Administration response "has essentially been a hands-off approach," Oswald protested. "America clearly needs jobs, yet the President continues to reject all jobs programs."

Oswald told the committee that the new community development supplemental jobs program the AFL-CIO is advocating would be targeted to high-unemployment areas.

Such a program, he said, should require that at least 85 percent of federal funds go to payroll costs and should prohibit reducing existing community jobs.

Program possibilities

As examples of jobs that could be created under such a program, Oswald cited:

- Helping working mothers with child care.
- Traffic control to free regular police for full-time duty.
- Increased staff support for adult and juvenile correctional facilities.
- Security guards for schools and housing projects.
- Staff support for community health centers and preventive health screening and immunization programs.
- Rat and mosquito control.
- Twice-a-week garbage collection.
- Patching potholes and other minor road repair.
- Traffic control signs and removal of road sign obstructions.
- Park and streams clean-up.
- School crossing and intersection markings.
- Home security for elderly and low-income people.
- Weatherization of public buildings and low-income homes.

"Each community could use the funds for whatever jobs it deemed most appropriate," Oswald testified.

Agenda for recovery

Former Vice President Walter F. Mondale and Rep. Morris K. Udall (D-Ariz.), right, are welcomed to the Machinists Non-Partisan Political League national conference by IAM President William W. Winpisinger. The union's 1983 legislative agenda was spelled out at the four-day conference in San Francisco that drew IAM representatives from locals across the nation.

Kirkland rips 'shoddy' study on service contract protection

A report by the Government Accounting Office recommending that Congress repeal the Service Contract Act isa "shoddy and unbalanced work" that concentrates on the act's costs to the government while ignoring the interests of workers, AFL-CIO President Lane Kirkland charged in a letter to Controller Gen. Charles A. Bowsher.

The report, which the GAO said was based on three years of research, cited the difficulty in administering the act and concluded that Congress should repeal it and "allow competitive labor market forces to establish wages and fringe benefits for service contract employees." The act is designed to assure that service workers employed under contracts with the federal government are paid the wages and fringe benefits prevailing in the area where the work is performed, but at least the federal minimum wage.

Kirkland's letter commented that the GAO's draft report "represents one political point of view rather than a balanced analysis" of the act.

"The authors have emphasized the interests of the procurement community while ignoring the legitimate income maintenance and job security interests of workers directly employed by the government and those indirectly employed through service contractors—the individuals Congress intended to protect in enacting the SCA."

Faulty methods

The responses from Kirkland and the Labor Dept. both found fault with the methodology of the GAO research. Kirkland noted that the study was limited to wage determinations in 21 Sunbelt states. He pointed out that "the report's authors state that 'we cannot statistically project our sample results . . .' and then go ahead and make projections. This is only the beginning of the study's methodological imperfections."

AFL-CIO economist John Zalusky said the report was "so shabbily done" that there is little chance Congress will act on its recommendation.

Zalusky pointed out that nearly all the outside business organizations contacted by the researchers were hostile to the intent of the act, and some of the labor organizations the authors said they had contacted were never approached.

The SCA covers service contracts in excess of $2,500. The report noted there are 46,461 contracts—valued at more than $10,000 each and totaling about $5.7 billion—that are subject to the act. The GAO report said repealing the act "could reduce annual government expenditures for contract services by hundreds of millions of dollars."

SCA coverage

Of all of the contracts the government makes each year, the ones covered by the SCA represent only 4 percent of the total dollar amounts contracted out, Zalusky said. He noted that most of the workers employed under these contracts are in lower wage classifications.

The White House's Office of Management & Budget called the report's recommendation "premature" because the Labor Dept. "is making changes in its regulations that would correct or alleviate many of the problems of coverage and administration of SCA."

Zalusky pointed out that the Labor Dept.'s proposals would significantly change the SCA through redefinitions of coverage and exemptions. These would reduce or eliminate protections for a wide range of workers, from custodians to high-technology maintenance personnel.

Labor has expressed strong opposition to these changes in SCA regulations, and Zalusky said it is "very likely" that the AFL-CIO will go to court to block their implementation if the Labor Dept. issues them.

Real family earnings down 1.7%

Real earnings of American families declined by 1.7 percent between the fourth quarters of 1981 and 1982, the Bureau of Labor Statistics reported.

Although the median family earnings of $453 a week in the final quarter of 1982 were up 2.7 percent from a year earlier, adjustment for inflation during that time resulted in the decline in real earnings, BLS noted. Inflation, as measured by the government's consumer price index, rose 4.5 percent between the fourth quarters of 1981 and 1982.

The 1981-1982 decline in real family earnings compares with a 2.7 percent drop between the fourth quarters of 1980 and 1981, BLS said.

For individual full-time workers, real earnings rose nine-tenths of 1 percent from fourth-quarter 1981 to fourth-quarter 1982, compared to a decline of seven-tenths of 1 percent a year earlier. Median earnings among this group, without adjustment for inflation, rose 5.3 percent to $316 a week during the 1982 fourth quarter.

Working couples lose

For married-couple families with two wage earners, the median weekly wage increased to $619 in 1982, but again inflation caused a two-tenths of 1 percent decline in pay.

Other highlights of the BLS report:

- Of the nation's 61.8 million families, the number with earnings derived solely from wages and salaries fell 600,000 from 1981 to 1982 to 40.7 million.

This decline "reflected the difficult employment situation that prevailed during 1982," BLS observed. Last year's average jobless rate of 9.7 percent was the highest since 1941.

No income

At the same time, BLS said, the number of families with no earned income from either wages and salaries or self-employment rose by about one million.

- There was an 800,000 decline in the number of families with two or more workers. Multi-earner families, however, still accounted for 51 percent of all wage-earning families. At $605, their median weekly earnings were nearly double those for one-earner families.
- Married-couple families averaged $500 a week in wages and salaries during the fourth quarter of last year. In general, their earnings were higher when the husband was employed—$405 where he was the only worker, $603 where he and his wife worked, and $809 where he, his wife, and at least one other family member had jobs.
- Median weekly earnings for families maintained by women were $257, about half that of married couples. BLS said this reflected not only the lower average earnings of women but also the fact that only 27 percent of the families maintained by them had more than one worker, compared with 56 percent of the married-couple families.
- White families continued to bring home substantially higher weekly earnings than black or Hispanic families. The overall weekly median of $507 for white married-couple families was 21 percent greater than for blacks, $418, and 30 percent higher than for Hispanics, $391.

The number of families with at least one unemployed member jumped 1.8 million over the year to 8.4 million in the fourth quarter, bringing the proportion of all families with an unemployed member to 13.7 percent, up from 10.9 percent a year earlier. About 2.7 million families—nearly one-third of all families with unemployment—had no earners whatever.

Farmers earn least

Among individual workers, median weekly earnings were $316 in the final quarter of 1982—$379 for men and $248 for women. Among the major occupational groups, managers and administrators continued to have the highest median weekly earnings, $433, while farm workers earned the least. The highest-paid occupation for women continued to be the professional and technical category.

Median weekly wages for women were about 65 percent of median male wages, BLS said, noting that the female-to-male ratio of median earnings has risen about one percentage point a year since 1979.

Jobs program pressed by Lane Kirkland at budget hearings. With him, Research Director Rudy Oswald and Legislative Director Ray Denison.

Talks termed no substitute for Trade Act enforcement

The AFL-CIO called on Congress to reject a new trade bill that only substitutes more talk for action to persuade other countries to open their markets to give equal access to U.S. goods.

Federation Legislative Rep. Stephen Koplan testified to a Senate trade subcommittee that the so-called reciprocal trade and investment act would not "mandate action for reciprocity," but only acquiesce to Reagan Administration demands that new trade legislation should be limited to providing a "blank check" for more negotiating authority to get other countries to drop their barriers.

What really is needed, Koplan stressed, is active enforcement of existing trade laws.

"There is no way that mere negotiations can get us out of the current unfavorable trend in world trade. If we are to be effective, we must have something to withhold and then negotiate about," he said.

Presidential power

Koplan pointed out that the Trade Act of 1974 already gives the President the authority to end or pull out of trade agreements if other parties are discriminating against U.S. goods. The same law, he said, gives the President power to take "all appropriate and feasible steps" to get other nations to drop "unreasonable trade restrictions or subsidies affecting U.S. commerce."

Past administrations have been reluctant to use the authority, Koplan said, but he stressed that the Reagan Administration's proposals for new trade legislation would "unilaterally encourage U.S. imports at the expense of American industries and jobs."

No reciprocity

He noted that Administration policies, like the Caribbean Basin Initiative that would funnel more imports into the United States, contain no reciprocity standards.

Another part of the proposed bill, Koplan said, would give the President a five-year authority to cut existing tariffs on a number of high technology products.

The effect would be an incentive for U.S. companies to move their production to other countries that still have tariffs and export goods back into the United States where tariffs have been unilaterally dropped. The result, Koplan warned, "will be the U.S. export of highly skilled jobs."

Other parts of the bill would also encourage direct U.S. investment abroad, Koplan said. Pointing to record high unemployment and the declining industrial base, he said the AFL-CIO does not think that "in these troubled times" investments overseas should be a "negotiating priority of our government."

Koplan told the panel that U.S. trade policy "cannot afford to substitute a cosmetic gesture for effective programs and action to make reciprocity a reality."

Fast-track recovery

Tax reforms pressed to fund jobs program

Continued from Page 1

is based on an economic assumption that unemployment will stay close to 10 percent through 1984 and would still be above 7 percent in 1987.

That's not the "course" most Americans want, he testified.

Beyond the immediate task of alleviating suffering, Kirkland renewed the AFL-CIO's call for a government-labor-industry partnership to channel public and private funds and loan guarantees into projects to modernize and strengthen America's industrial base. He spoke of the high promise of the National Accord reached during the Carter Administration, but aborted with the change of administration.

Kirkland put the price tag for labor's jobs program at $22.5 billion for the remainder of this fiscal year and $46 billion for the fiscal year that starts next Oct. 1.

It can be achieved, he stressed, without adding to Reagan's deficit projection and with the added bonus of making the federal tax structure more equitable.

As a first step, he urged Congress to put a $700 ceiling on the next scheduled step of the income tax cut, which is to take effect in July. Such a ceiling would have little or no effect on taxpayers with incomes under $45,000, he noted, thus leaving in place a substantial consumer buying stimulus.

$10 billion windfall

As it is now structured, Kirkland noted, $10 billion or about one-third of the July tax cut would go to the wealthiest 5 percent of taxpayers. "That $10 billion is just about equal to the amount of proposed reductions in food stamps, Aid to Families with Dependent Children, Supplemental Security Income and child nutrition programs over the next five years," he reminded the committee.

That immediate step should be joined by repeal of the tax-bracket indexing provision scheduled to take effect in 1985 and by a sharp paring of revenue-losing features of tax law, including closing of loopholes added in the 1981 tax legislation.

Kirkland told the Budget Committee that the AFL-CIO's tax proposals would save the Treasury about $40 billion in fiscal 1984 and about $175 billion in the 1984-86 period.

By contrast, he said, the Administration's complex standby surtax plan would continue inequities, while new tax credits proposed by the Administration, such as private school tuition, would inject new inequities into the system. At the same time, the Administration wants to tax workers on the value of the most comprehensive health care programs.

Starting over

Kirkland asked the committee to undertake a "wholesale rewrite" of the Administration's budget and to reject proposals that would:

- Divert federal unemployment funds into a voucher system that would reward employers who hire jobless workers with tax credits equal to the value of unused unemployment benefits. Nothing would prevent employers from hiring voucher-carrying workers to collect the subsidy and firing current workers, Kirkland noted.
- Require Medicare patients to pay more for hospitalization up to 60 days. For an average elderly widow, Kirkland said, the added cost would amount to nearly two months of social security payments.
- Escalate the Administration's "war on federal and postal employees" who would be hit with reduced retirement protection and increased contribution costs, a pay freeze and substitution of social security for civil service retirement coverage for new employees.
- Reduce mass transit funding by almost $1 billion from levels authorized by the Surface Transportation Act.
- Terminate all Trade Adjustment Assistance benefits for workers whose jobs have been wiped out by imports.

Warren Smith named to key Ohio cabinet post

Columbus, Ohio—Warren J. Smith is taking a leave of absence from his post as secretary-treasurer of the Ohio AFL-CIO, to become the director of the Ohio Dept. of Transportation.

Smith was appointed to the cabinet position by Democratic Gov. Richard Celeste. Smith has been secretary-treasurer of the state labor federation since 1967.

U.S. urged to suspend military aid to Salvador

Continued from Page 1

Doherty, who has also recommended the military aid suspension earlier before the Senate Foreign Relations Committee, was accompanied by leaders of several Salvadoran trade union organizations representing some half-million workers. They included Sec. Gen. Francisco Zaldana of the Federation of Unions of Construction, Transport & Aliled Workers, Sec. Gen. Samuel Maldonado of the Salvadoran Communal Union, Sec. Gen. Euladio Lopez of the Confederation of Salvadoran Workers, and Sen. Gen. Jorge Camacho of the Association of Integrated Cooperatives of Agrarian Production, all of whom support the AFL-CIO position.

Doherty also warned the AFL-CIO will favor immediate suspension of economic aid to El Salvador if that country's "land to the tiller' program is terminated, as threatened, on Mar. 3. The agrarian reform plan, begun in 1980, would permit campesinos, or peasants, to buy the small plots of land they work as tenant farmers or sharecroppers.

Proper solution

Doherty and the Salvadoran trade union leaders stressed that the land redistribution process set in motion under Decree 207 is fundamental to the solution of the country's complicated social and economic problems.

"Closing down the program on Mar. 3 by not extending the degree is tantamount to killing the land reform, when it is only approximately 40 percent complete," Doherty warned.

It was the land reform effort that brought Pearlman and Hammer to El Salvador. They and Jose Rodolfo Viera, director of the Salvadoran government's Institute for Agrarian Transformation, were killed by gunmen as they sat in the coffee shop of a San Salvador hotel on Jan. 3, 1981. Two Salvadoran National Guard corporals have sworn they carried out the murders under orders from a politically influential lieutenant, an army captain, and a wealthy Salvadoran businessman.

The corporals currently are being considered for trial, but the persons who issued the orders are not.

Overwhelming evidence

"We will not be satisfied with the prosecution of two triggermen," Doherty said, adding that evidence compiled by a special investigating committee appointed by Salvadoran President Alvaro Magana is overwhelming in the case against the two officers and businessman.

Doherty leveled scathing criticism of what he called El Salvador's "thoroughly rotten" judicial system, which has allowed the trio to escape justice. The judges often are intimidated or bought, he charged. He called for the issuance of new arrest warrants and trials of the three men.

Given this legacy of judicial corruption and the need to overcome it, Doherty recommended broadening the certification requirement for military aid to provide that El Salvador not only comply with internationally recognized human rights but also take concrete steps to "restructure and reform the judicial system, and to remove it from corruption and political control and influence."

Certification that the Salvadoran government has made progress in human rights, economic reforms, political democracy, and national reconciliation is required by law every six months for the Reagan Administration to continue giving military aid.

At a hearing of the House subcommittee on Western Hemisphere affairs, Assistant Sec. of State for Inter-American Affairs Thomas O. Enders defended President Reagan's certification last month that sufficient progress had been made to warrant further aid. Such certification is not needed in granting economic assistance.

Cautious optimism

While the AFL-CIO opposes certification on the basis of El Salvador's handling of the prosecution for the murders, Doherty said, other aspects of the human rights situation there seem to be improving. He said that presidential elections are scheduled for March 1984 and that workers' representatives are beginning to be placed on Salvadoran advisory commissions. He noted, with cautious optimism, that the Popular Democratic Union—the umbrella trade union movement in El Salvador—openly criticizes governmental actions today, something that would have been unheard of three years ago.

On the land reform program, Doherty said that significant progress has been recorded during the last six months, especially since November. During November and December of 1982 and January of 1983, he said, the number of new title applications from peasants working the land has averaged approximately 5,000 a month.

Slow process

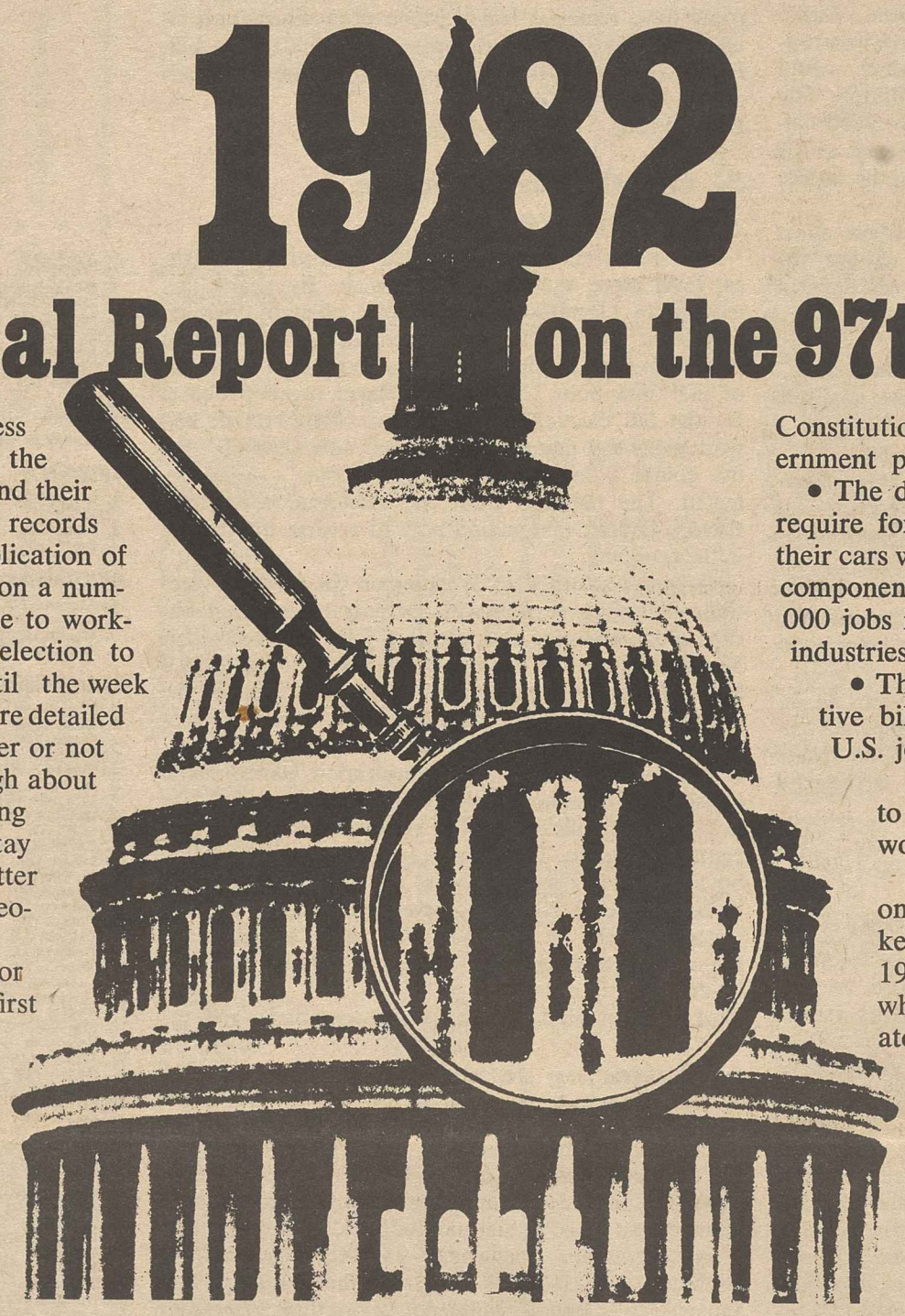
Statistics on the issuance of titles are less encouraging, however, Doherty said. Only 1,050 such titles have been given to the campesinos because the law states that compensation must be paid to former landowners before a title can be awarded. Because of its economic difficulties, the government has delayed payments. Also, landowners' right to challenge a campesino's provisional title have produced a spate of appeals, which can be expected to accelerate as the landowners meet success in the appeals procedure.

If the land program is ended, as threatened by right-wing elements in the nation's Constituent Assembly, it would not constitute progress under the certification process. The AFL-CIO would immediately withdraw its support of continued economic aid and urge Congress to bring it to a halt.

AFL-CIO news

Vol. 28, No. 6 FEBRUARY 12, 1983

1982 Supplemental Report on the 97th Congress



The 1982 voting record of Congress appeared in the October 9 issue of the AFL-CIO News, so union members and their families could study their legislators' records before the Nov. 2 election. After publication of that report, the 97th Congress voted on a number of additional issues of importance to working people, and returned after the election to wrestle with job-related issues until the week before Christmas. These votes, which are detailed in the following pages, tell you whether or not your legislators were concerned enough about the hardship of recession to take strong action, or whether they chose to "stay the curse" of Reaganomics, no matter what the harm to the economy and peoples' lives.

Because these votes are of such major importance, the AFL-CIO for the first time is publishing a supplemental voting record to provide you with a complete record of the work of the 97th Congress.

Among the most important of these votes were:

- The balanced budget amendment—a radical right-wing formula to write Reaganomics, into the U.S. Constitution and force massive cuts in government programs, including social security.
- The domestic auto content legislation to require foreign auto manufacturers to stock their cars with an increasing level of U.S.-made component parts and, thereby generate 800,000 jobs in auto production and its supplier industries.
- The so-called Caribbean Basin Initiative bill—just another scheme to export U.S. jobs and technology.
- Legislation to put America back to work through job-creating public works, housing and highway programs.

This special supplemental Report on Congress outlines these and other key votes cast by Congress in late 1982. This voting record tells you where your representative and senators stood—for you or against you.

NOTE: Seven key votes in the House of Representatives and eight votes in the Senate are contained in this report. These votes have been added to each member's previous votes on issues the AFL-CIO considers of prime importance. New cumulative totals, right and wrong, and a new lifetime "correct vote" percentage are listed for each member.

Labor's Stand on Major Issues in the Senate

1. Protecting Union Political Rights

As Congress approached adjournment for the campaign recess of November 1982, Sen. Jesse Helms (R-N.C.) attempted to legislate a sweeping attack on the rights of unions to undertake get-out-the-vote drives and other voter education activities among their members. A Helms amendment to an appropriations bill sought to stop unions from spending funds for any political purposes. Helms contended that such a punitive restriction was necessary in order to be ". . . consistent with the decisions of the U.S. Supreme Court." In fact, no Supreme Court decision ever inflicted upon unions the broad prohibitions of the Helms amendment. Helms's real purpose was twofold: to prevent unions from exercising their First Amendment right to communicate with their members on political issues; and to prevent unions from encouraging their members to participate in the democratic election process.

Realizing that Sen. Helms was fronting for the anti-worker National Right to Work Committee, the Senate approved, by a 62-37 vote on Sept. 29, a motion by Sen. Mark Hatfield (R-Ore.) to table and thus kill the Helms amendment.

For tabling—Right Against tabling—Wrong

2. Creating Jobs for the Unemployed I

Although unemployment was the number one issue in the 1982 elections, efforts by congressional Democrats to pass job-creation legislation were thwarted by Republicans in the Senate and by the repeated threat of veto by President Reagan. Despite this opposition, the House passed a $5.4 billion job-creation package of proven public works projects (See House Vote 5).

In the Senate, Minority Leader Robert Byrd (D-W.Va.) offered a similar package of jobs programs as an amendment to the highway repair bill. The Byrd amendment provided that the job-creating work would be financed by "capping" the planned 1983 income tax cuts for high-income individuals—a measure long advocated by the AFL-CIO. The tax cut would be delayed only for those with incomes greater than $50,000 per year. The Byrd amendment also included an extension of unemployment benefits. As a package, the Byrd amendment combined a concern for the 12 million unemployed Americans with a commitment to fairness in tax policy. Unfortunately, Republican opposition killed this initiative as the Byrd amendment was defeated 44-53 on Dec. 14.

For—Right Against—Wrong

3. "Buy American" Protection to Save U.S. Jobs

Long-overdue legislation to rehabilitate the nation's highways was passed in the lame-duck session to provide badly needed maintenance of the U.S. transportation network while giving some measure of relief to the unemployed by putting an estimated 320,000 Americans back to work. During Senate debate, Sen. Howard Metzenbaum (D-Ohio) tried to create even more jobs by offering an amendment to the bill requiring that only U.S.-made steel and cement be used in projects funded by the bill. This would ensure the greatest amount of "ripple effect" in creating jobs in supplier industries for this highway program.

Once again, Republicans thwarted this job-creating effort. Sens. John Chafee (R-R.I.) and John Danforth (R-Mo.) filibustered the Metzenbaum amendment after which Sen. Howard Baker (R-Tenn.) offered a motion to table it. Over labor's objections, the Senate approved the Baker motion by a 51-47 vote on Dec. 15. (However, a "buy American" provision which had been approved earlier by the House was maintained in the bill as signed into law.)

Against tabling—Right For tabling—Wrong

4. Protecting Consumers by Containing Health Care Costs

In the closing days of the 97th Congress, special-interest lobbies led by the American Medical Association (AMA) tried to eliminate the consumer protection, anti-monopoly powers of the FTC in the area of professional services. In essence, the AMA sought to carve out for itself and certain other professions a special anti-trust immunity. In the health care field this proposal would allow medical associations to thwart efforts by unions and other groups to lower health care costs for their members.

After the battle was lost in the House (see House Votes 2 and 3), the Senate turned the tables on the AMA. During debate on an appropriations bill, the Senate approved a motion by Sen. Warren Rudman (R-N.H.) to table and thereby kill an amendment by Sen. James McClure (R-Ida.) to bar use of FTC funds to

Continued on Page 8

Labor's Stand on House Issues

1. Keeping Reaganomics Out of the Constitution

In 1982 President Reagan and the radical right teamed up with congressional conservatives in an unprecedented attack on the U.S. Constitution. Within less than a month the President proposed three constitutional amendments, the most serious of which would have written Reaganomics into the Constitution. The President proposed to do this through a so-called balanced budget amendment which he offered even as his own federal budget policies were producing the largest budget deficits in U.S. history.

The AFL-CIO led a broad-based coalition effort against the amendment, which would require the United States to have a balanced budget regardless of economic conditions. It could be waived only for a national emergency or a three-fifths vote. Over 500 nationally known economists and constitutional scholars announced their opposition to it. The coalition opposed the amendment for several reasons: Such a constitutional straitjacket would prevent Congress from using its taxing and spending authority to end depression, natural disaster or to meet other emergencies; a three-fifths majority required by the amendment to pass a deficit undermines majority rule, handing the congressional power of the purse to a two-fifths minority; and finally, the budgetary fallout of the amendment would wipe out most federal programs that help working Americans.

Although the Senate passed the amendment, an intensive AFL-CIO grass roots lobbying campaign culminated in its defeat by a 236-187 vote in the House on Oct. 1 (a two-thirds vote—290 votes—is required to pass a constitutional amendment).

For—Wrong Against—Right

2. Protecting Consumers by Containing Health Care Costs I

Organized labor for years has been in the forefront of legislative and collective bargaining efforts to promote low-cost alternative health care systems for its members. Recently, however, labor's efforts as well as those of consumer, governmental and other groups have been thwarted by anti-competitive practices of state medical associations. In several instances, the Federal Trade Commission (FTC), a watch-dog consumer agency of the federal government, intervened and used its statutory authority to stop such activities through

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During House debate on a bill to provide funding for the FTC, Rep. Tom Luken (D-Ohio) offered an AMA-sponsored amendment to prevent the FTC from intervening to stop monopolistic practices in the health care marketplace. In a strategy designed to sidetrack the Luken amendment, the AFL-CIO joined consumer groups in backing a bipartisan, compromise substitute amendment by Reps. Jim Florio (D-N.J.) and John Dingell (D- Mich.) which essentially retained the FTC's jurisdiction. This strategy failed, however, when the House rejected the substitute amendment 195-208 on Dec. 4, after which the House agreed to the Luken proposal. (Fortunately, the Senate rejected a similar amendment—see Senate Vote 4—so this anti-consumer proposal did not become law.)

For substitute—Right Against substitute—Wrong

3. Protecting Consumers II

The defeat of the Dingell/Florio amendment (House Vote 2) paved the way for approval of the Luken amendment to eliminate the FTC's consumer protection authority in this area. As passed by the House, the Luken amendment gave the AMA the anti-trust exemption it sought. By a 245-155 vote the House approved the Luken amendment on Dec. 4.

For—Wrong Against—Right

4. Saving Davis-Bacon Fair Wage Protections

Very few public works projects are approved by Congress without first facing right-wing attempts to remove the protections of a key federal fair wage law—the Davis-Bacon Act. This 1931 law ensures that workers on federally financed construction projects will be paid at the wage rates that prevail in their area of the country. For 50 years the Davis-Bacon Act has guaranteed that local contractors who uphold community labor standards will not be undercut by out-of-state firms using cut-rate labor.

There were three anti-Davis-Bacon amendments offered to the highway repair/job creation legislation of the 1982 lame-duck session. The most serious threat was an amendment by Rep. Buddy Roemer (D-La.) to restrict the Davis-Bacon requirements to "initial construction" projects in the highway bill. This amendment could have removed Davis-Bacon protections from all highway resurfacing and repair work under the bill. Fortunately, the House rejected the Roemer amendment 191-194 on Dec. 6.

For—Wrong Against—Right

5. Creating Jobs for the Unemployed

National unemployment in 1982 climbed to the highest level since the Great Depression. By year's end more than 11 million workers were officially counted as jobless. Yet as additional hundreds of thousands of American families suffered layoffs and joined the ranks of the "new poor," President Reagan urged patience. By the fall elections, the patience of the voters had worn thin, and many Congressional adherents of "stay the course"—known as "Reagan robots"—were defeated. The message from the electorate was clear: Change course, take action now to reverse the decline in the economy.

Congress returned to Washington for the post-election, lame-duck session with Democrats and Republicans alike declaring that creating jobs would be their Number 1 priority. House Democrats crafted a $5.4 billion job-creation program designed to swiftly put the unemployed back to work on a wide variety of programs, including sewer and waste disposal, flood prevention, veterans' hospital modernization, parks, public housing maintenance, and prison and jail repair. "Do nothing" Republicans tried to kill even this modest job-creation program. Their efforts were in vain as a motion by Rep. Silvio Conte (R-Mass.) to send the bill back to committee to kill the job-creation package was defeated 191-215 on Dec. 14. (Ultimately, however, the job-creation package was killed by the threat of a veto by President Reagan.)

Against recommital—Right For recommital—Wrong

6. Restoring Jobs in America's Auto Industry

The flood of foreign imports into the United States has contributed to the decline of major domestic industries over the last decade. For example, in the auto industry and its many supplier industries—steel, rubber, glass, textiles and electronics—750,000 jobs were lost between 1978 and 1981. During that same period. Japanese auto imports jumped by more than 33 percent while domestic auto sales plummeted by the same amount.

To help put America back to work and restore the health of this key industry, the AFL-CIO urged Congress to adopt legislation to require foreign auto manufacturers with a large share of the U.S. market to manufacture increasing portions of their vehicles here, using American labor and materials. Called the domestic content bill, the legislation would produce an estimated 800,000 jobs in auto production and supplier industries.

By the closing days of the 97th Congress, after an intensive labor lobbying effort, a majority of House members had agreed to cosponsor the domestic content bill. On Dec. 15 the content bill was passed by a 215-188 vote. Although a similar bill failed to reach the Senate floor for a vote, the record of committee hearings and the strong House vote were expected to encourage action on the content bill in the new 98th Congress.

For—Right Against—Wrong

7. Stopping the Export of U.S. Jobs

The Reagan Administration's so-called Caribbean Basin Initiative, strongly backed by big business, contained special trade privileges for this region that would encourage U.S.-based multinationals to close their domestic plants and build new plants abroad in order to funnel their products through the Caribbean.

The AFL-CIO warned Congress that this misguided proposal would do little to improve industry or working conditions in the Caribbean. Rather it would accelerate the flood of imports into the United States and export thousands of American jobs at a time of record high unemployment. Earlier, the federation reiterated its commitment to Caribbean workers and supported congressional passage of an economic aid program to help the region meet its massive problems and develop its economy. Despite labor's opposition, the House passed the job-destroying Caribbean Basin bill by a 260-142 vote on Dec. 17. (The Senate, however, failed to bring the measure to a vote, so the Caribbean bill did not become law.)

For—Wrong Against—Right

How You

	Reaganomics	Health Care Costs I	Health Care Costs II	Davis-Bacon Act	Job Creation	Jobs—Auto Content	Export of Jobs	Cumulative Voting Record		Cumulative Right Percentage
	1	2	3	4	5	6	7	R	W	%
ALABAMA										
1. Edwards J. (R)	W	W	W	W	W	W	W	34	202	14
2. Dickinson (R)	W	A	A	W	W	W	W	24	212	10
3. Nichols (D)	W	W	W	W	W	R	R	63	157	29
4. Bevill (D)	W	R	W	A	R	R	R	119	103	54
5. Flippo (D)	W	W	W	R	R	R	W	53	53	50
6. Smith (R)	W	W	W	W	W	R	W	3	32	9
7. Shelby (D)	W	W	W	R	R	R	R	23	51	31
ALASKA										
AL Young D. (R)	W	W	W	R	W	A	W	62	100	38
ARIZONA										
1. Rhodes (R)	R	R	W	A	A	A	A	28	248	10
2. Udall (D)	R	A	A	R	R	R	W	190	35	84
3. Stump (D)	W	W	W	W	W	W	W	11	102	9
4. Rudd (R)	W	W	W	W	W	W	A	10	103	8
ARKANSAS										
1. Alexander (D)	R	W	W	A	R	R	R	123	76	62
2. Bethune (R)	R	W	W	W	W	W	W	13	59	18
3. Hammerschmidt (R)	W	W	W	W	W	W	W	36	190	16
4. Anthony (D)	W	W	W	W	R	W	W	36	36	50
CALIFORNIA										
1. Chappie (R)	W	W	W	W	W	W	W	2	32	6
2. Clausen (R)	W	W	W	W	W	W	W	55	187	23
3. Matsui (D)	R	W	R	R	R	R	R	65	9	88
4. Fazio (D)	R	W	W	R	R	R	R	61	12	84
5. Burton J. (D)	R	R	R	R	R	R	R	132	11	92
6. Burton P. (D)	R	R	R	R	R	R	R	222	15	94
7. Miller G. (D)	R	R	R	R	R	R	R	139	15	90
8. Dellums (D)	R	R	R	R	R	R	R	186	18	91
9. Stark (D)	R	R	R	R	R	R	R	157	15	91
10. Edwards D. (D)	R	R	R	R	R	R	R	231	18	93
11. Lantos (D)	R	W	W	A	R	R	R	27	6	82
12. McCloskey (R)	A	A	A	A	W	W	W	91	104	47
13. Mineta (D)	R	W	W	R	R	R	R	139	22	86
14. Shumway (R)	W	W	W	W	W	W	W	5	64	7
15. Coelho (D)	R	W	W	R	R	R	R	56	16	78
16. Panetta (D)	R	R	R	R	R	W	R	82	33	71
17. Pashayan (R)	W	W	W	R	W	W	R	19	53	26
18. Thomas (R)	W	W	W	W	W	W	W	5	66	7
19. Lagomarsino (R)	W	W	W	W	W	W	W	21	152	12
20. Goldwater (R)	A	A	A	A	A	A	A	17	176	9
21. Fiedler (R)	W	W	W	W	W	W	W	5	26	16
22. Moorhead C. (R)	W	W	W	W	W	W	W	16	162	9
23. Beilenson (D)	R	R	R	R	A	W	W	89	24	79
24. Waxman (D)	R	R	R	R	R	W	W	136	19	88
25. Roybal (D)	R	R	R	R	R	R	R	233	15	94
26. Rousselot (R)	W	A	A	W	W	W	A	17	191	8
27. Dornan (R)	W	W	W	W	W	W	W	8	101	7
28. Dixon (D)	R	R	R	R	R	R	R	67	3	96
29. Hawkins (D)	R	R	R	R	R	R	R	224	11	95
30. Martinez (D)	R	A	A	R	R	R	R	12	0	100
31. Dymally (D)	R	R	R	R	R	R	A	27	1	96
32. Anderson G. (D)	W	R	W	R	R	W	R	178	37	83
33. Grisham (R)	W	W	W	W	W	W	W	6	64	9
34. Lungren (R)	W	W	W	W	W	W	W	4	70	5
35. Dreier (R)	W	W	W	W	W	W	W	0	34	0
36. Brown G. (D)	R	R	R	R	R	A	W	191	22	90
37. Lewis (R)	W	W	W	W	W	W	W	8	63	11
38. Patterson (D)	R	R	W	A	R	R	W	120	23	84
39. Dannemeyer (R)	W	W	W	W	W	W	W	5	69	7
40. Badham (R)	W	W	W	A	W	W	W	12	97	11
41. Lowery (R)	W	W	W	W	W	W	W	1	34	3
42. Hunter (R)	W	R	R	W	W	R	W	8	26	24
43. Burgener (R)	W	A	A	A	W	W	W	24	149	14
COLORADO										
1. Schroeder (D)	R	R	R	R	A	A	R	133	45	75
2. Wirth (D)	R	R	R	R	R	R	W	115	40	74
3. Kogovsek (D)	R	R	R	R	R	R	R	62	11	85
4. Brown (R)	W	W	W	W	W	W	W	2	33	6
5. Kramer (R)	W	W	W	W	W	W	W	11	59	16
CONNECTICUT										
1. Kennelly (D)	R	W	W	R	R	R	W	17	3	85
2. Gejdenson (D)	R	R	R	R	R	R	W	31	4	89
3. DeNardis (R)	R	R	W	R	A	W	A	20	12	63
4. McKinney (R)	R	R	W	R	W	R	W	112	77	59
5. Ratchford (D)	R	R	R	R	R	R	A	62	10	86
6. Moffett (D)	R	A	A	R	A	R	A	136	15	90
DELAWARE										
AL Evans T. (R)	W	R	W	W	A	W	W	25	84	23
FLORIDA										
1. Hutto (D)	W	W	W	W	R	W	W	28	44	39
2. Fuqua (D)	W	W	W	W	R	W	A	83	154	35
3. Bennett (D)	W	R	W	R	R	W	W	133	176	43
4. Chappell (D)	W	W	R	W	R	W	W	64	145	31
5. McCollum (R)	W	W	W	W	W	W	W	4	31	11
6. Young C. W. (R)	W	W	W	W	W	W	W	32	175	15
7. Gibbons (D)	W	R	R	W	R	W	W	136	107	56
8. Ireland (D)	W	R	W	A	W	W	W	19	87	18
9. Nelson (D)	W	W	W	W	R	W	W	27	47	36
10. Bafalis (R)	W	W	W	A	W	W	W	24	144	14
11. Mica D)	W	R	A	W	R	R	W	36	35	51
12. Shaw (R)	W	W	W	W	W	W	W	3	32	9
13. Lehman (D)	R	A	A	A	A	A	A	148	26	85
14. Pepper (D)	R	R	R	R	R	R	R	228	16	93
15. Fascell (D)	R	W	W	A	R	R	W	235	54	81
GEORGIA										
1. Ginn (D)	W	W	W	R	R	R	W	88	88	50
2. Hatcher (D)	W	W	W	W	R	R	W	19	13	59
3. Brinkley (D)	W	W	W	R	R	W	W	81	147	36
4. Levitas (D)	W	W	R	W	W	R	W	78	84	48
5. Fowler (D)	R	W	R	R	W	R	W	69	39	64
6. Gingrich (R)	W	W	W	W	W	R	W	4	68	6
7 McDonald (D)	W	W	W	W	W	W	W	10	153	6
8. Evans B. (D)	W	A	A	W	A	W	W	41	62	40
9. Jenkins (D)	W	W	W	W	W	R	W	38	71	35
10. Barnard (D)	W	W	W	W	R	W	W	19	91	17
HAWAII										
1. Heftel (D)	R	R	W	A	R	R	R	79	32	71
2. Akaka (D)	R	W	W	R	R	R	R	96	21	82
IDAHO										
1. Craig (R)	W	W	W	W	W	W	W	3	32	9
2. Hansen (R)	W	W	W	W	W	W	W	13	162	7
ILLINOIS										
1. Washington (D)	R	A	A	A	R	R	R	29	2	94
2. Savage (D)	R	R	R	R	R	R	R	28	1	97
3. Russo (D)	R	R	R	R	R	R	W	124	37	77
4. Derwinski (R)	W	R	A	R	W	W	W	43	226	16
5. Fary (D)	R	R	R	R	R	R	W	130	18	88
6. Hyde (R)	W	W	W	W	W	W	W	31	133	19
7. Collins C. (D)	R	R	R	R	R	R	R	157	11	93
8. Rostenkowski (D)	R	R	R	R	R	W	W	235	32	88
9. Yates (D)	R	R	R	A	R	A	R	266	24	92
10. Porter (R)	W	A	A	W	W	W	W	6	38	14
11. Annunzio (D)	R	R	R	R	R	R	W	220	22	91
12. Crane P. (R)	W	W	W	W	W	W	W	13	182	7

ur House Members Voted

	Reaganomics 1	Health Care Costs I 2	Health Care Costs II 3	Davis-Bacon Act 4	Job Creation 5	Jobs—Auto Content 6	Export of Jobs 7	Cumulative Voting Record R	W	Cumulative Right Percentage %
13. McClory (R)	W	R	W	A	W	W	W	40	209	16
14. Erlenborn (R)	W	R	R	W	W	W	W	26	203	11
15. Corcoran (R)	W	W	W	W	W	W	W	11	104	10
16. Martin (R)	W	R	R	R	W	R	R	12	22	35
17. O'Brien (R)	W	W	W	W	W	R	W	37	142	21
18. Michel (R)	W	W	W	W	W	W	W	34	248	12
19. Railsback (R)	W	R	R	W	A	R	W	88	129	41
20. Findley (R)	W	R	W	W	W	A	A	55	203	21
21. Madigan (R)	W	R	R	W	W	R	W	52	126	29
22. Crane D. (R)	W	W	W	W	W	W	W	5	67	7
23. Price (D)	R	R	R	R	R	R	W	289	13	96
24. Simon (D)	R	R	R	R	R	R	W	124	29	81
INDIANA										
1. Hall (D)	*	R	R	R	R	R	R	6	0	100
2. Fithian (D)	R	R	R	R	R	R	R	112	41	73
3. Hiler (R)	W	W	W	W	W	W	W	3	32	9
4. Coats (R)	W	W	W	W	W	W	W	6	29	17
5. Hillis (R)	W	W	W	W	W	R	W	66	128	34
6. Evans D. (D)	R	W	W	R	R	R	R	105	51	67
7. Myers J. (R)	W	W	W	W	W	W	W	38	189	17
8. Deckard (R)	W	A	A	A	W	W	W	13	53	20
9. Hamilton (D)	R	R	W	R	R	R	W	164	79	67
10. Sharp (D)	R	R	R	R	R	R	R	114	47	71
11. Jacobs (D)	W	R	R	R	R	R	W	156	66	70
IOWA										
1. Leach J. (R)	W	R	R	W	W	R	W	37	80	31
2. Tauke (R)	W	W	W	W	W	W	W	15	55	21
3. Evans (R)	W	W	W	W	W	W	W	10	25	29
4. Smith N. (D)	R	W	W	R	R	W	W	210	53	80
5. Harkin (D)	R	R	R	R	R	R	R	113	40	74
6. Bedell (D)	R	R	R	W	R	W	W	100	59	63
KANSAS										
1. Roberts (R)	W	W	W	W	W	W	W	0	34	0
2. Jeffries (R)	W	W	W	W	W	W	W	4	69	5
3. Winn (R)	W	W	W	W	W	W	W	36	181	17
4. Glickman (D)	R	R	R	R	R	W	R	71	46	61
5. Whittaker (R)	W	W	W	W	W	W	W	6	68	8
KENTUCKY										
1. Hubbard (D)	W	W	W	R	W	R	W	90	68	57
2. Natcher (D)	W	W	W	R	R	R	R	210	89	70
3. Mazzoli (D)	R	R	R	R	R	R	W	140	59	70
4. Snyder (R)	W	W	W	W	W	R	R	50	190	21
5. Rogers (R)	W	W	W	W	W	R	R	12	23	34
6. Hopkins (R)	W	R	W	W	W	R	R	22	49	31
7. Perkins (D)	R	W	W	R	R	R	R	270	33	89
LOUISIANA										
1. Livingston (R)	W	R	W	W	W	W	W	13	87	13
2. Boggs (D)	R	W	W	R	R	R	W	122	52	70
3. Tauzin (D)	W	W	W	R	W	R	W	9	28	24
4. Roemer (D)	W	R	R	W	W	R	W	7	28	20
5. Huckaby (D)	W	W	W	W	W	W	W	30	84	26
6. Moore (R)	W	W	W	W	W	W	W	13	147	8
7. Breaux (D)	W	A	A	R	R	W	W	61	114	35
8. Long G. (D)	R	R	W	R	R	R	R	137	90	60
MAINE										
1. Emery (R)	W	W	W	A	W	A	W	59	100	37
2. Snowe (R)	W	R	R	W	W	W	W	31	42	42
MARYLAND										
1. Dyson (D)	W	W	W	R	R	R	R	26	9	74
2. Long C. (D)	R	R	R	W	R	R	W	178	71	71
3. Mikulski (D)	R	R	R	R	R	R	R	103	11	90
4. Holt (R)	W	W	W	W	W	W	W	29	151	16
5. Hoyer (D)	R	W	W	R	R	R	W	28	4	88
6. Byron B. (D)	W	W	W	W	R	W	W	31	42	42
7. Mitchell P. (D)	R	R	R	R	R	R	R	193	11	95
8. Barnes (D)	R	W	R	A	R	R	W	63	8	89
MASSACHUSETTS										
1. Conte (R)	R	R	R	R	W	R	W	169	107	61
2. Boland (D)	R	R	R	R	R	R	R	266	33	90
3. Early (D)	R	R	R	R	R	R	R	131	26	83
4. Frank (D)	R	R	A	R	R	R	R	32	2	94
5. Shannon (D)	R	R	R	R	R	R	R	65	7	90
6. Mavroules (D)	R	R	R	R	R	R	R	65	7	90
7. Markey (D)	R	R	R	R	R	R	R	101	15	87
8. O'Neill (D)			*	SPEAKER				174	9	95
9. Moakley (D)	R	R	R	R	R	R	R	163	16	91
10. Heckler (R)	R	A	A	R	A	A	W	156	65	71
11. Donnelly (D)	R	R	R	R	R	W	R	59	12	83
12. Studds (D)	R	R	R	R	R	R	W	166	19	90
MICHIGAN										
1. Conyers (D)	R	R	R	A	R	R	R	198	20	91
2. Pursell (R)	W	R	R	W	W	A	W	58	50	54
3. Wolpe (D)	R	R	R	R	R	R	R	65	9	88
4. Siljander (R)	W	W	W	W	W	R	W	3	28	10
5. Sawyer (R)	W	W	W	W	W	W	W	21	89	19
6. Dunn (R)	W	W	W	W	W	R	R	11	24	31
7. Kildee (D)	R	R	R	R	R	R	R	106	11	91
8. Traxler (D)	R	R	R	R	R	R	R	136	25	84
9. Vander Jagt (R)	W	W	W	W	W	W	W	37	183	17
10. Albosta (D)	R	W	W	R	R	R	R	58	16	78
11. Davis (R)	W	W	W	R	R	R	R	39	33	54
12. Bonior (D)	R	R	R	R	R	R	R	104	10	91
13. Crockett (D)	R	R	R	R	R	R	R	27	1	96
14. Hertel (D)	R	R	R	R	R	R	R	29	3	94
15. Ford W. (D)	R	R	R	R	R	R	R	219	9	96
16. Dingell (D)	R	R	R	R	R	R	R	258	22	92
17. Brodhead (D)	R	R	R	R	R	R	R	150	11	93
18. Blanchard (D)	A	A	A	A	A	R	A	133	15	90
19. Broomfield (R)	W	W	W	W	W	R	W	46	170	21
MINNESOTA										
1. Erdahl (R)	W	R	R	W	W	W	W	16	56	22
2. Hagedorn (R)	W	W	W	W	A	A	A	17	138	11
3. Frenzel (R)	W	W	W	W	W	W	W	34	169	17
4. Vento (D)	R	R	R	R	R	R	R	106	11	91
5. Sabo (D)	R	R	R	R	R	R	W	66	8	89
6. Weber (R)	W	W	W	W	W	W	W	2	33	6
7. Stangeland (R)	W	W	W	W	W	W	W	14	102	12
8. Oberstar (D)	R	R	R	R	R	R	R	149	13	92
MISSISSIPPI										
1. Whitten (D)	W	W	W	R	R	R	R	99	201	33
2. Bowen (D)	W	A	A	R	R	W	W	67	111	38
3. Montgomery (D)	W	W	W	W	W	W	W	24	201	11
4. Dowdy (D)	W	W	W	R	R	R	R	24	7	77
5. Lott (R)	W	W	W	W	W	W	W	27	150	15
MISSOURI										
1. Clay (D)	R	R	R	R	R	R	R	183	12	94
2. Young R. (D)	R	W	W	R	R	R	R	82	29	74
3. Gephardt (D)	R	R	R	R	R	R	W	86	30	74
4. Skelton (D)	W	W	W	A	R	R	R	66	43	61
5. Bolling (D)	R	A	A	A	A	A	A	242	16	94
6. Coleman (R)	W	W	W	W	W	R	W	18	97	16
7. Taylor (R)	W	W	W	A	W	W	W	22	158	12
8. Bailey (R)	W	W	W	W	W	W	W	3	31	8
9. Volkmer (D)	W	W	W	R	R	R	R	73	40	65
10. Emerson (R)	W	W	W	W	W	W	W	6	29	17
MONTANA										
1. Williams P. (D)	R	R	R	R	R	R	R	62	11	85
2. Marlenee (R)	W	W	W	W	W	W	R	27	84	24

	1	2	3	4	5	6	7	R	W	%
NEBRASKA										
1. Bereuter (R)	W	R	R	W	W	W	W	15	59	20
2. Daub (R)	W	W	W	W	W	W	W	5	30	14
3. Smith V. (R)	W	W	W	W	W	W	W	16	145	10
NEVADA										
AL Santini (D)	W	W	W	A	A	W	A	63	85	43
NEW HAMPSHIRE										
1. D'Amours (D)	R	A	A	R	R	A	R	124	35	78
2. Gregg (R)	W	W	W	W	W	W	W	2	33	6
NEW JERSEY										
1. Florio (D)	R	R	R	A	R	R	R	138	17	89
2. Hughes (D)	R	R	W	R	R	R	R	117	43	73
3. Howard (D)	R	R	R	R	R	R	R	214	14	94
4. Smith (R)	W	R	R	R	R	R	W	21	14	60
5. Fenwick (R)	W	R	R	W	W	W	W	70	89	44
6. Forsythe (R)	A	W	W	A	W	A	W	47	135	26
7. Roukema (R)	R	R	W	W	W	W	W	10	25	29
8. Roe (D)	R	R	W	R	R	R	W	183	21	90
9. Hollenbeck (R)	R	R	R	A	A	R	W	85	28	75
10. Rodino (D)	R	R	R	R	R	R	R	280	15	95
11. Minish (D)	R	R	R	R	R	R	R	232	20	92
12. Rinaldo (R)	R	R	R	R	R	R	R	143	37	79
13. Courter (R)	W	W	W	R	W	W	W	12	59	17
14. Guarini (D)	R	W	W	R	R	R	R	65	9	88
15. Dwyer (D)	R	R	W	R	R	R	W	32	3	91
NEW MEXICO										
1. Lujan (R)	W	W	W	W	W	W	W	45	154	23
2. Skeen (R)	W	W	W	W	W	W	W	4	31	11
NEW YORK										
1. Carney (R)	W	W	W	W	W	W	W	15	57	21
2. Downey (D)	R	R	R	R	R	R	W	138	18	88
3. Carman (R)	W	W	W	W	W	W	W	4	31	11
4. Lent (R)	W	R	R	R	W	W	W	59	140	30
5. McGrath (R)	W	R	R	R	W	W	W	11	24	31
6. LeBoutillier (R)	W	W	W	W	W	A	W	6	27	18
7. Addabbo (D)	R	R	W	R	R	R	W	247	17	94
8. Rosenthal (D)	R	R	R	R	R	R	W	224	13	95
9. Ferraro (D)	R	R	R	R	R	R	R	65	6	93
10. Biaggi (D)	R	R	R	R	R	R	W	181	30	86
11. Scheuer (D)	R	R	R	R	R	R	W	198	18	92
12. Chisholm (D)	R	R	R	A	R	R	W	191	11	95
13. Solarz (D)	R	R	A	R	R	R	W	140	17	89
14. Vacant										
15. Zeferetti (D)	R	R	R	R	R	A	A	140	14	91
16. Schumer (D)	R	R	R	R	R	R	R	31	1	97
17. Molinari (R)	W	W	W	W	W	W	W	7	26	21
18. Green (R)	R	R	R	W	W	W	W	51	41	55
19. Rangel (D)	R	R	R	R	R	R	W	184	14	93
20. Weiss (D)	R	R	R	R	R	R	W	105	10	91
21. Garcia (D)	R	R	R	R	R	R	W	81	5	94
22. Bingham (D)	R	R	R	R	A	W	W	214	23	90
23. Peyser (D)	R	R	R	R	R	R	R	131	18	88
24. Ottinger (D)	R	R	R	R	R	R	W	175	22	89
25. Fish (R)	W	R	R	R	W	R	W	94	118	44
26. Gilman (R)	R	R	R	R	W	R	W	128	52	71
27. McHugh (D)	R	R	R	R	R	W	R	130	26	83
28. Stratton (D)	R	W	W	R	R	R	W	206	58	78
29. Solomon (R)	W	R	A	W	W	R	W	14	56	20
30. Martin (R)	W	A	A	W	W	W	W	6	27	18
31. Mitchell D. (R)	W	W	W	R	W	W	W	77	104	43
32. Wortley (R)	W	R	R	W	W	R	W	8	26	24
33. Lee (R)	W	W	W	A	W	R	W	16	53	23
34. Horton (R)	R	R	R	R	W	R	W	165	86	66
35. Conable (R)	W	R	W	W	W	W	W	39	199	16
36. LaFalce (D)	R	R	R	A	R	R	W	128	30	81
37. Nowak (D)	R	R	R	R	R	R	R	145	18	89
38. Kemp (R)	R	W	W	W	W	W	W	38	160	19
39. Lundine (D)	R	R	R	R	R	R	R	106	24	82
NORTH CAROLINA										
1. Jones W. (D)	W	W	W	W	R	R	W	90	130	41
2. Fountain (D)	W	W	W	W	W	W	R	54	215	20
3. Whitley (D)	W	W	W	W	R	W	R	51	63	45
4. Andrews I. (D)	W	W	W	W	R	W	W	77	95	45
5. Neal (D)	W	A	A	W	R	W	R	73	80	48
6. Johnston (R)	W	R	W	W	W	W	A	1	31	3
7. Rose (D)	W	W	W	W	R	R	W	101	67	60
8. Hefner (D)	W	W	W	W	R	W	R	74	82	47
9. Martin (R)	W	W	W	W	W	W	W	13	166	7
10. Broyhill (R)	W	R	R	W	W	W	W	22	229	9
11. Hendon (R)	W	W	W	W	W	W	W	8	27	23
NORTH DAKOTA										
AL Dorgan (D)	R	R	R	R	R	R	W	29	6	83
OHIO										
1. Gradison (R)	W	R	R	W	W	W	W	28	130	18
2. Luken (D)	R	W	W	R	R	R	A	95	29	77
3. Hall T. (D)	R	W	W	R	R	R	R	53	16	77
4. Oxley (R)	W	R	W	W	W	W	W	5	25	16
5. Latta (R)	W	W	W	W	W	R	W	36	241	13
6. McEwen (R)	W	W	W	W	W	R	W	9	26	26
7. Brown C. (R)	W	R	W	W	W	A	W	40	167	19
8. Kindness (R)	W	W	W	A	A	R	W	20	137	13
9. Weber (R)	W	W	W	W	W	W	W	8	27	23
10. Miller C. (R)	W	R	W	W	W	R	R	31	202	13
11. Stanton (R)	W	A	A	A	W	W	A	68	166	29
12. Shamansky (D)	R	R	R	R	R	R	R	30	5	86
13. Pease (D)	R	R	R	R	R	R	R	97	19	84
14. Seiberling (D)	R	R	R	R	R	R	R	181	21	90
15. Wylie (R)	W	W	W	W	W	R	W	52	173	23
16. Regula (R)	W	R	W	W	W	R	W	56	130	30
17. Ashbrook (R)	W	W	W	W	W	W	W	2	13	13
18. Applegate (D)	W	A	W	R	R	R	R	83	33	72
19. Williams L. (R)	W	R	W	R	R	R	R	44	29	60
20. Oakar (D)	R	R	R	R	R	R	R	105	9	92
21. Stokes (D)	R	R	R	R	R	R	R	188	11	94
22. Eckart (D)	W	R	R	R	R	R	R	32	3	91
23. Mottl (D)	W	R	R	A	R	R	R	107	50	68
OKLAHOMA										
1. Jones J. (D)	R	A	A	R	R	W	R	79	95	45
2. Synar (D)	R	R	R	R	W	W	W	44	29	60
3. Watkins (D)	W	W	W	W	R	R	R	41	82	33
4. McCurdy (D)	W	W	W	W	W	R	W	14	19	42
5. Edwards M. (R)	A	W	W	W	W	W	W	8	106	7
6. English (D)	W	W	W	W	W	R	W	43	118	27
OREGON										
1. AuCoin (D)	R	R	R	R	R	W	R	106	48	69
2. Smith (R)	W	W	W	W	W	W	W	1	34	3
3. Wyden (D)	R	R	R	R	R	W	R	32	3	91
4. Weaver (D)	R	R	R	R	R	R	R	134	20	87
PENNSYLVANIA										
1. Foglietta (D)	R	R	R	R	R	R	R	31	2	94
2. Gray (D)	R	R	R	R	R	R	R	69	2	97
3. Smith (D)	R	A	A	R	A	R	A	22	0	100
4. Dougherty (R)	R	R	W	R	R	R	W	44	27	62
5. Schulze (R)	W	R	W	W	A	A	A	29	126	19
6. Yatron (D)	R	W	W	R	R	R	W	170	42	80
7. Edgar (D)	R	R	R	R	R	R	R	137	18	88

	1	2	3	4	5	6	7	R	W	%
8. Coyne, J. (R)	W	W	W	W	W	A	W	13	21	38
9. Shuster (R)	W	A	A	A	A	A	A	27	149	15
10. McDade (R)	R	R	W	R	R	R	W	166	84	66
11. Nelligan (R)	R	W	W	W	W	R	W	17	17	50
12. Murtha (D)	R	W	W	R	R	R	R	141	27	84
13. Coughlin (R)	W	R	R	W	W	R	W	71	144	33
14. Coyne, W. (D)	R	R	R	R	R	R	W	32	3	91
15. Ritter (R)	W	R	W	W	W	R	W	20	53	27
16. Walker (R)	W	W	W	W	W	W	R	23	93	20
17. Ertel (D)	R	A	R	R	R	R	A	80	26	75
18. Walgren (D)	R	R	R	R	R	R	R	95	20	83
19. Goodling (R)	W	R	W	W	W	R	W	38	118	24
20. Gaydos (D)	R	R	W	R	R	R	R	184	19	91
21. Bailey (D)	R	R	R	R	R	R	R	65	9	88
22. Murphy A. (D)	R	A	W	R	R	R	R	87	25	78
23. Clinger (R)	W	R	W	W	W	W	W	23	48	32
24. Marks (R)	R	A	A	A	R	R	A	63	46	58
25. Atkinson (R)	W	W	W	W	W	W	W	36	38	49
RHODE ISLAND										
1. St Germain (D)	R	R	R	R	R	R	R	231	24	91
2. Schneider (R)	R	R	R	A	W	R	W	21	11	66
SOUTH CAROLINA										
1. Hartnett (R)	W	W	W	W	W	W	W	2	32	6
2. Spence (R)	W	W	W	W	W	W	W	30	175	15
3. Derrick (D)	W	W	W	W	R	W	R	87	68	56
4. Campbell (R)	W	W	W	A	W	W	W	6	62	9
5. Holland (D)	R	W	W	W	R	W	A	75	61	55
6. Napier (R)	W	W	W	W	W	W	R	8	26	24
SOUTH DAKOTA										
1. Daschle (D)	W	R	R	R	W	A	R	58	13	82
2. Roberts (R)	W	W	W	A	W	W	A	2	28	7
TENNESSEE										
1. Quillen (R)	W	W	W	R	W	W	W	35	208	14
2. Duncan J. (R)	W	W	W	W	W	W	R	43	202	18
3. Bouquard (D)	W	W	W	R	R	W	R	91	70	57
4. Gore (D)	R	R	R	R	R	W	R	92	22	81
5. Boner (D)	W	R	W	R	R	R	R	57	14	81
6. Beard R. (R)	W	R	W	A	A	W	W	23	141	14
7. Jones E. (D)	W	R	W	R	R	R	R	123	81	60
8. Ford H. (D)	R	R	R	R	R	R	R	144	13	92
TEXAS										
1. Hall S. (D)	W	W	W	A	R	R	W	28	91	24
2. Wilson C. (D)	W	W	W	R	A	R	W	105	66	61
3. Collins J. (R)	W	W	W	W	W	W	W	14	204	6
4. Hall, R. (D)	W	W	W	W	R	R	R	10	25	29
5. Mattox (D)	R	R	W	A	R	R	R	70	38	65
6. Gramm (D)	W	R	R	W	W	W	W	10	64	14
7. Archer (R)	W	W	W	W	W	W	W	11	196	5
8. Fields (R)	W	W	W	W	W	W	W	1	34	3
9. Brooks (D)	R	W	W	R	R	R	W	207	78	73
10. Pickle (D)	W	W	W	W	R	W	W	122	120	50
11. Leath (D)	W	W	W	W	R	W	W	14	55	20
12. Wright (D)	R	W	W	R	R	R	W	201	71	74
13. Hightower (D)	W	W	W	W	R	W	W	53	106	33
14. Patman (D)	W	W	W	R	R	W	R	15	19	44
15. de la Garza (D)	W	A	A	W	R	W	W	124	104	54
16. White (D)	W	W	W	W	R	W	W	90	154	37
17. Stenholm (D)	W	W	W	W	W	W	W	10	62	14
18. Leland (D)	R	R	R	R	R	R	R	66	4	94
19. Hance (D)	W	W	W	W	R	W	W	21	52	29
20. Gonzalez (D)	R	W	R	R	R	R	R	230	26	90
21. Loeffler (R)	W	W	W	W	W	W	W	6	68	8
22. Paul (R)	W	W	W	W	W	W	R	6	83	7
23. Kazen (D)	W	W	W	W	R	W	W	121	114	52
24. Frost (D)	R	W	W	R	R	R	R	51	21	71
UTAH										
1. Hansen (R)	W	W	W	W	W	W	W	2	29	6
2. Marriott (R)	W	W	W	W	W	W	W	18	88	17
VERMONT										
AL Jeffords (R)	R	R	R	W	W	W	W	72	86	46
VIRGINIA										
1. Trible (R)	W	W	W	W	W	W	W	17	99	15
2. Whitehurst (R)	W	W	W	W	W	W	W	32	178	15
3. Bliley (R)	W	W	W	W	W	W	W	3	32	9
4. Daniel R. W. (R)	W	W	W	A	W	W	W	18	162	10
5. Daniel D. (D)	A	W	W	W	W	W	W	21	196	10
6. Butler (R)	W	R	W	W	W	W	W	19	191	9
7. Robinson (R)	W	W	W	W	W	W	W	20	187	10
8. Parris (R)	W	W	W	A	W	W	W	8	25	24
9. Wampler (R)	W	W	W	W	W	W	W	47	187	20
10. Wolf (R)	W	W	W	W	W	W	W	4	31	11
WASHINGTON										
1. Pritchard (R)	R	W	W	W	W	W	W	68	109	38
2. Swift (D)	R	R	R	R	R	R	R	60	14	81
3. Bonker (D)	R	R	R	A	R	W	W	124	25	83
4. Morrison (R)	W	R	W	W	W	W	W	6	29	17
5. Foley (D)	R	R	W	R	R	W	A	192	46	81
6. Dicks (D)	R	R	R	R	R	R	W	95	18	84
7. Lowry (D)	R	W	R	R	R	W	R	59	15	80
WEST VIRGINIA										
1. Mollohan (D)	R	W	A	A	R	R	R	181	32	85
2. Benedict (R)	W	W	W	W	W	W	W	8	26	26
3. Staton (R)	W	W	W	W	W	W	W	9	26	26
4. Rahall (D)	R	W	W	A	R	R	R	93	19	83
WISCONSIN										
1. Aspin (D)	R	R	R	R	R	R	W	164	35	82
2. Kastenmeier (D)	R	R	R	R	R	R	R	244	29	89
3. Gunderson (R)	W	W	W	W	W	W	W	7	27	21
4. Zablocki (D)	R	R	R	R	R	R	W	281	25	92
5. Reuss (D)	R	R	R	R	R	W	W	267	24	92
6. Petri (R)	W	R	W	W	W	W	W	22	50	31
7. Obey (D)	R	R	R	R	R	R	R	182	31	85
8. Roth (R)	W	W	W	W	W	R	W	9	61	13
9. Sensenbrenner (R)	W	W	W	W	W	W	W	9	65	12
WYOMING										
AL Cheney (R)	W	W	W	W	W	W	W	5	69	7

Key to Symbols

R Voted Right or was paired Right.

W Voted Wrong or was paired Wrong.

A Absent and not paired or voted "present."

* Not in Congress at time.

Number before each name shows congressional district.

...Senate Issues

Continued from Page 5

combat monopolistic practices by the professions. The tabling motion passed 59-37 on Dec. 16.

For tabling—Right Against tabling—Wrong

5. Maintaining Federal Employee Health Care Protections

Federal employees have undergone more than their share of misery caused by Reagan budget cuts. Early in his Administration, the President declared that his goal was to cut the federal work force by 75,000 workers. Those federal employees who survive the Reagan reductions, are finding that the Administration is determined to raise premiums and reduce coverage under their health care plans.

Congressional conservatives, taking their cue from the Administration, repeatedly tried to eliminate abortion coverage now available under federal health insurance policies, for which federal workers pay 60 percent of the premium. While the AFL-CIO has taken no position on the issue of abortion, to the federation the key issue is not abortion but whether Congress can disregard the limited collective bargaining rights of federal workers by arbitrarily removing certain health benefits that are now available to workers in the private sector. During the lame-duck session a continuing appropriations bill contained language to eliminate this health care coverage. However, during final debate a labor-backed committee amendment to remove the harmful language was approved 49-48 on Dec. 16.

For—Right Against—Wrong

6. Creating Jobs for the Unemployed II

After Sen. Robert Byrd's (D-W.Va.) package of job-creating programs failed to achieve passage (See Senate Vote 2), Democrats and some Republicans worked to attach a smaller, $1.2-billion public works package to the continuing appropriations bill that Congress needed to pass before adjournment. This modest attempt to create jobs in the face of massive unemployment had bipartisan support. A key vote came on an amendment by Sen. Pete Domenici (R-N.M.) to delete the job-creation programs from the resolution. The Domenici amendment failed 46-50 on Dec. 16. (However, with President Reagan threatening to veto the vital continuing appropriations resolution if it included any jobs programs, House and Senate conferees decided to delete the job-creating public works provision from the resolution in order to avert a wasteful shutdown of most government agencies.)

Against—Right For—Wrong

7. Maintaining Davis-Bacon Prevailing Wage Protections

Davis-Bacon prevailing wage provisions of the highway rehabilitation legislation underwent attack in both the House and Senate, as conservatives attempted to remove assurances that workers on federally contracted construction projects will be paid the wages prevailing in their area of the country (See House Vote 4). In the Senate, Don Nickles (R-Okla.) offered an amendment to delete provisions specifying that Davis-Bacon protections would apply to major interstate highway repairs, as well as new construction. At the urging of organized labor, Sen. Robert Stafford (R-Vt.) moved to table, and thereby kill, the Nickles anti-labor amendment. By a 48-46 vote on Dec. 19, the Senate approved the Stafford motion.

For tabling—Right Against tabling—Wrong

8. Creating Jobs—Restoring Highways and Transit

Labor's hopes for passage of major job-creating legislation in the post-election lame-duck session were thwarted by "do nothing" Republicans led by a President committed to "staying the course" instead of putting America back to work. One casualty was a broad-based package of job-creating public works programs approved by the House and Senate only to be dropped in conference after being threatened with a Presidential veto. Even the highway repair bill, which most observers expected to sail through Congress, was delayed by a stubborn right-wing Republican filibuster in the Senate. Eventually the Senate voted to stop the filibuster and passed the AFL-CIO-backed highway measure by a 56-34 vote on Dec. 20. As enacted, the highway bill will create an estimated 320,000 jobs in the repair and maintenance of interstate and other highways and improvements to mass transit systems. It will also help save thousands of lives by rehabilitating some of the most dangerous stretches of our nation's highways.

For—Right Against—Wrong

How Your Senators Voted

	Protecting Union Rights 1	Job Creation I 2	Saving U.S. Jobs 3	Health Care Costs 4	Federal Employee Health Care 5	Job Creation II 6	Davis-Bacon Act 7	Job Creation III 8	Cumulative Voting Record R	W	Cumulative Right Percentage %
ALABAMA											
Heflin (D)	R	R	R	W	W	R	R	W	47	32	59
Denton (R)	W	W	R	W	W	W	W	W	3	40	7
ALASKA											
Murkowski (R)	R	W	W	R	W	W	R	R	10	32	24
Stevens (R)	R	W	W	W	R	W	R	R	94	102	48
ARIZONA											
DeConcini (D)	R	A	R	W	W	R	R	R	68	45	60
Goldwater (R)	W	A	A	A	A	A	A	A	20	201	9
ARKANSAS											
Bumpers (D)	R	R	R	R	R	R	R	W	98	58	63
Pryor (D)	R	R	R	R	R	R	W	W	44	37	55
CALIFORNIA											
Cranston (D)	R	R	R	R	R	R	A	A	188	16	92
Hayakawa (R)	W	W	W	R	R	W	W	R	16	98	14
COLORADO											
Hart (D)	R	R	W	R	R	R	R	R	126	33	79
Armstrong (R)	W	W	W	W	W	W	W	W	1	79	1
CONNECTICUT											
Dodd (D)	R	R	R	R	R	R	R	R	43	0	100
Weicker (R)	R	W	W	R	R	R	R	R	124	60	67
DELAWARE											
Biden (D)	R	R	R	R	W	R	R	W	133	36	79
Roth (R)	R	W	W	W	W	W	W	R	40	163	20
FLORIDA											
Chiles (D)	R	R	W	R	R	W	W	R	94	107	47
Hawkins (R)	W	W	W	R	W	W	W	W	11	31	26
GEORGIA											
Nunn (D)	R	W	W	R	R	W	W	R	70	113	38
Mattingly (R)	W	W	W	R	W	W	W	W	4	39	9
HAWAII											
Inouye (D)	R	R	R	W	R	R	R	W	189	27	88
Matsunaga (D)	R	R	W	W	R	R	R	R	100	18	85
IDAHO											
Symms (R)	W	W	W	W	W	W	W	R	2	39	5
McClure (R)	W	W	W	W	W	W	W	R	17	156	10
ILLINOIS											
Dixon (D)	R	R	R	R	W	R	R	R	34	9	79
Percy (R)	R	W	W	R	R	W	R	R	108	94	53
INDIANA											
Quayle (R)	W	W	W	R	W	W	W	R	4	40	9
Lugar (R)	W	W	R	R	W	W	W	R	12	108	10
IOWA											
Grassley (R)	W	W	R	W	W	W	W	R	5	39	11
Jepsen (R)	W	W	W	W	W	W	W	R	7	74	9
KANSAS											
Dole (R)	W	W	W	R	W	W	W	R	37	167	18
Kassebaum (R)	R	W	W	R	R	W	W	R	15	62	19
KENTUCKY											
Ford (D)	R	R	R	W	W	R	R	W	112	46	71
Huddleston (D)	R	R	R	W	W	R	R	R	121	49	71
LOUISIANA											
Johnston (D)	R	R	W	W	W	R	R	W	69	99	41
Long (D)	R	R	R	A	W	R	R	R	137	134	51
MAINE											
Mitchell (D)	R	R	R	R	W	R	R	W	49	5	91
Cohen (R)	W	W	W	R	R	R	W	W	25	55	31
MARYLAND											
Sarbanes (D)	R	R	R	R	R	R	R	W	113	4	97
Mathias (R)	R	A	A	R	R	A	R	R	153	49	76
MASSACHUSETTS											
Kennedy (D)	A	R	R	R	R	R	R	A	207	16	93
Tsongas (D)	R	R	R	R	R	R	R	R	70	6	92
MICHIGAN											
Levin (D)	R	R	R	R	R	R	R	R	81	2	98
Riegle (D)	R	R	R	R	R	R	R	W	110	7	94
MINNESOTA											
Boschwitz (R)	W	W	R	R	W	W	W	R	12	71	14
Durenberger (R)	R	W	R	R	W	W	R	R	35	42	45
MISSISSIPPI											
Stennis (D)	R	R	R	W	W	R	W	R	72	212	25
Cochran (R)	W	W	W	W	R	R	W	W	12	68	15
MISSOURI											
Eagleton (D)	R	R	R	R	W	R	R	W	177	27	87
Danforth (R)	R	W	W	R	W	W	R	R	37	83	31
MONTANA											
Baucus (D)	R	R	W	R	R	R	R	R	64	16	80
Melcher (D)	R	R	R	W	W	R	R	R	91	25	78
NEBRASKA											
Exon (D)	R	R	W	W	W	W	W	W	30	48	38
Zorinsky (D)	R	R	R	W	W	W	W	W	38	84	31
NEVADA											
Cannon (D)	R	R	R	R	W	R	A	A	163	86	65
Laxalt (R)	W	W	W	W	W	W	W	R	16	133	11
NEW HAMPSHIRE											
Rudman (R)	W	W	W	R	R	R	W	R	12	33	27
Humphrey (R)	W	W	W	R	W	W	W	W	5	76	6
NEW JERSEY											
Bradley (D)	R	R	W	R	R	R	R	W	73	7	91
Brady (R)	R	W	W	R	R	W	W	R	7	19	27
NEW MEXICO											
Domenici (R)	W	W	W	W	W	W	W	R	41	135	23
Schmitt (R)	W	W	W	W	R	R	W	R	19	88	17
NEW YORK											
Moynihan (D)	R	R	R	R	R	R	R	A	111	6	95
D'Amato (R)	R	W	R	R	W	R	R	R	15	29	34
NORTH CAROLINA											
East (R)	W	W	W	W	W	W	W	W	2	43	4
Helms (R)	W	W	W	W	W	W	W	W	16	166	9
NORTH DAKOTA											
Burdick (D)	R	R	W	R	R	R	R	R	218	42	84
Andrews (R)	W	W	W	R	W	R	R	R	17	26	40
OHIO											
Glenn (D)	R	R	R	A	A	A	R	R	121	34	78
Metzenbaum (D)	R	R	R	R	R	R	R	W	117	10	92
OKLAHOMA											
Boren (D)	R	R	R	W	W	W	W	W	30	53	36
Nickles (R)	W	W	W	W	W	W	W	W	1	44	2
OREGON											
Hatfield (R)	R	W	W	R	R	R	R	A	110	98	53
Packwood (R)	R	R	W	R	R	R	R	R	94	112	46
PENNSYLVANIA											
Heinz (R)	R	W	R	R	R	R	A	A	78	37	68
Specter (R)	R	W	R	R	R	R	R	R	26	18	59
RHODE ISLAND											
Pell (D)	R	R	R	R	R	R	A	R	233	19	92
Chafee (R)	R	W	W	R	R	R	R	R	65	53	55
SOUTH CAROLINA											
Hollings (D)	R	R	R	W	R	R	W	A	111	107	51
Thurmond (R)	W	W	W	R	W	W	W	R	32	258	11
SOUTH DAKOTA											
Abdnor (R)	W	W	W	R	W	W	W	R	4	41	8
Pressler (R)	W	W	R	W	W	W	W	R	24	44	36
TENNESSEE											
Sasser (D)	R	R	R	W	R	R	R	W	84	31	73
Baker (R)	W	W	W	R	W	W	R	R	50	154	25
TEXAS											
Bentsen (D)	R	R	R	W	R	R	R	R	97	100	49
Tower (R)	W	W	W	W	R	W	W	W	21	220	9
UTAH											
Garn (R)	W	W	W	W	W	W	W	W	15	145	9
Hatch (R)	W	W	R	A	A	W	W	A	10	104	9
VERMONT											
Leahy (D)	R	R	R	R	R	R	R	R	232	29	89
Stafford (R)	R	W	W	R	R	W	R	R	118	71	62
VIRGINIA											
Byrd H. (I)	W	W	W	R	R	W	W	R	33	202	14
Warner (R)	W	W	W	R	R	W	W	R	11	72	13
WASHINGTON											
Jackson (D)	R	R	W	R	R	R	A	A	273	18	94
Gorton (R)	R	W	W	R	R	W	W	R	9	35	20
WEST VIRGINIA											
Byrd R. (D)	R	R	R	R	R	R	R	W	194	92	68
Randolph (D)	R	R	R	W	W	R	R	R	209	61	77
WISCONSIN											
Kasten (R)	W	W	R	W	W	W	W	W	6	38	14
Proxmire (D)	R	R	W	R	W	W	R	W	201	85	70
WYOMING											
Simpson (R)	W	W	R	W	R	W	W	W	4	77	5
Wallop (R)	W	W	R	W	R	A	W	W	12	106	10

Key to Symbols

R Voted Right or was paired Right.

W Voted Wrong or was paired Wrong.

A Absent and not paired or voted "present."

Votes by senators while members of the House are not included in this record.

Job data hide growth of working poor

By Susan Dunlop

The recession is pushing more and more Americans into the ranks of the working poor, including many once considered middle class. The real scope of this problem can't be measured if traditional unemployment or poverty statistics are looked at separately, according to new studies of economic and social hardship.

Robert Taggart and Sar A. Levitan, in a series of studies on labor market problems, contend that the dramatic rise in joblessness over the past two years has focused attention on the plight of the unemployed, and the jobless rate has become a closely watched indicator of "who and how many are the victims of the recession."

Yet millions of people who have low-wage jobs, and thus don't show up in unemployment counts, are unable to support themselves and their families at a level American society considers adequate.

The swelling numbers of the working poor contradict the Reagan Administration's claims that "nine out of ten workers are better off" because of the recession-spurred decline in the inflation rate, Levitan and Taggart stress.

Troubling trio

In 1981, they note, the combination of low wages, periods of unemployment and reduced work hours "led a staggering 34 million of the 120 million Americans in the labor force to earn less than what a minimum wage job would have yielded for the number of work hours for which they were available."

Levitan and Taggart propose that new methods of measuring hardship brought on by labor market problems should be a part of analysis of the nation's economic crisis, and of policy-making to solve those problems.

Levitan is director of the Center for Social Policy Studies at George Washington University, and Taggart is president of the Remediation & Training Institute in Washington, D.C.

Their findings appear in two reports: "Hardship—the Welfare Consequence of Labor Market Problems," by Taggart and "The Bitter Fruits of Labor," written by both.

Hardship, they point out, is a deeply rooted structural problem that calls for long-term solutions combining changes in the labor market with aid programs to ease deprivation.

Politically induced pain

The suffering of the jobless, the working poor and those on the margin of poverty has been made worse by the Reagan Administration's sudden reversal of government social and economic policies and the slashing of aid programs, they note.

Far from "just throwing money at problems," these programs were useful and successful "emergency" treatments for critical situations, Levitan and Taggart say.

They define hardship as a situation "when an individual earns too little by acceptable minimum standards to clothe, feed and shelter himself or herself, plus any dependents, and when no other income compensates for deficient earnings."

The dimensions of hardship can be measured by looking at the numbers of both the unemployed and the employed who have inadequate earnings and income.

Government jobless or poverty data, viewed separately, don't present a full, clear picture of all those who are really suffering, they say.

When unemployment rises and stays high, deprivation increases. Yet monthly jobless figures include many people for whom unemployment will be relatively short, and they count laid-off workers who can fall back on other family income or who are kept above poverty, for a time at least, by unemployment compensation or other income.

People who have inadequate earnings because they are unemployed for several periods over a year are not counted. Levitan and Taggart stress that two to three times as many workers are unemployed at some time during the year as are unemployed in any month, and for every person counted in monthly jobless figures, there is another working part time because a full-time job is not available, or someone who wants but can't find any work.

And measures of poverty, as well as policies to alleviate it, concentrate more on the elderly, the handicapped and those who have family responsibilities that keep them out of the labor force than on the depth of the deprivation endured by the working poor.

Hardship is a structural problem that quick fixes and even a modest recovery won't completely cure, the researchers observe, but they assert that the current recession has made a bad situation "intolerable."

Millions in poverty

Between 1979 and 1981, they note, the number of workers unable to achieve minimum wage annual earnings increased by 6.1 million. The number of households that could not achieve enough combined income to stay above poverty increased by 3.3 million, and the number of workers in poverty went up by 2.5 million.

The studies estimate that by the end of 1982 with the recession in full swing, at least a million additional workers fell below the poverty line.

They point out that even before the onset of the current recession, hardship was already widening compared to 1975, the last time unemployment set post-war record highs. That year the combination of unemployment compensation, social security, welfare and other social programs kept 35 percent of workers who would have been poor without those payments above the poverty line. By contrast, similar aid kept only 28 percent of the "at risk" workers out of poverty in 1981.

Over the threshold

"There is no question," Levitan and Taggart say, "that unemployment insurance, social security, Aid to Families with Dependent Children, and other cash transfers improve the well-being of workers and their families. A total of 13.2 million workers would have been poor if they and their families had received no transfers in 1981, but 3.7 million were lifted above the poverty threshold by cash benefits. Adding the estimated value of food stamps, housing benefits and free school lunches to cash income, total government aid saved 4.5 million workers . . . from deprivation."

They dispute the contention of the Reagan Administration and its supporters that although unemployment is high, hardship is not. Jobs programs, minimum wage boosts, work incentive programs and unemployment insurance extensions are not "failed policies of the past" as the Administration has called them, but "sensible, human and absolutely essential emergency treatments for a patient who is going critical," Levitan and Taggart stress.

And, they sugggest, the problem of hardship calls not only for immediate aid for the needy, but also "more basic, longer term measures such as large scale investments for the working poor to encourage work efforts while improving well-being" and "reform of labor market institutions to reverse increasing segmentation."

Jobless rate dip fails to justify claims of economic rebound

Continued from Page 1

in December if the military personnel had been included then.

President Reagan immediately hailed the new unemployment figures as proof that the country was "on the mend." At a White House news conference, he discounted warnings that the drop in the jobless rate may be a statistical quirk and instead called it the start of a trend toward lower unemployment. Meanwhile, the layoff of thousands of workers continued.

The same day Reagan called his news conference, recession-related layoffs were announced by Pratt & Whitney Aircraft Group in Hartford, Conn., Diamond Shamrock Corp. in Dallas, and Bethlehem Steel Corp. at Sparrows Point, Md.

Norwood told the congressional panel only 49 percent of today's jobless workers are covered by any form of unemployment compensation, and that workers are experiencing more difficulty finding jobs. The median duration of unemployment rose to 11.5 weeks in January from 10.1 weeks in December, she said.

Workforce drop-outs

The 579,000 drop last month in the size of the workforce, including the 1,667,000 military personnel, nearly matched the 590,000 decline in the seasonally adjusted unemployment total. BLS did not account for the huge labor force reduction, but the AFL-CIO economists concluded the decline represented "discouraged" workers who simply stopped looking for jobs believing they were not to be found.

The number of discouraged workers, who are not counted as unemployed by the government, is reported on a quarterly basis. There were 1,849,000 such workers at the end of December, BLS said.

The January data showed a 1.4 million increase in the number of Americans forced to work part time because full-time employment was not available. Like the discouraged workers, these are not factored in when determining the nation's unemployment rate. Federation economists said that when the discouraged workers and one-half the 6.8 million part-time workers are added to the 11,446,000 officially unemployed, the true measure of unemployment would be a jobless rate of 15 percent.

Civilian employment, at 99.1 million in January, held steady for the third month in a row, seasonally adjusted, BLS said. Since the start of the Reagan Recession in July 1981, civilian employment has dropped by 1.6 million, with adult men and teenagers accounting for the decline.

Public employment down

Among industry groupings, employment in construction and retail trade benefitted most in January. Government employment declined, largely at the state and local levels.

Manufacturing employment, which has borne much of the brunt of the recession, however, "leveled off in January and small job increases occurred in many of the individual manufacturing industries" BLS said. A big loser, though, was machinery which dropped about 20,000 workers.

The average number of hours worked per week rose four-tenths of an hour in January to 35.2, seasonally adjusted, while the factory workweek rose from 38.9 to 39.7 hours, "the first real improvement in this leading indicator since early 1981," Norwood told Congress.

Among major worker categories, the jobless rate for adult men fell from 10.1 percent in December to 9.6 percent last month. The jobless rate for adult women dropped two-tenths of 1 percent to 9 percent, while the rate for teenagers fell 1.8 percent to 22.7 percent.

Unemployment among whites declined six-tenths of 1 percent in January to 9.1 percent, but the jobless rate was unchanged for blacks at 20.8 percent and up two-tenths of 1 percent at 15.5 percent for Hispanics.

Looking good

The barbers and cosmetologists division of Food & Commercial Workers Local 400 sponsored an all-day event called Looking Good 83 to help raise funds for the Children's Hospital National Medical Center. Held at the new Washington Convention Center, the event featured the skills of some 100 local members in competition for three awards, along with guest appearances by members of the Super Bowl champion Washington Redskins.

Federal unions see dangers in social security conversion

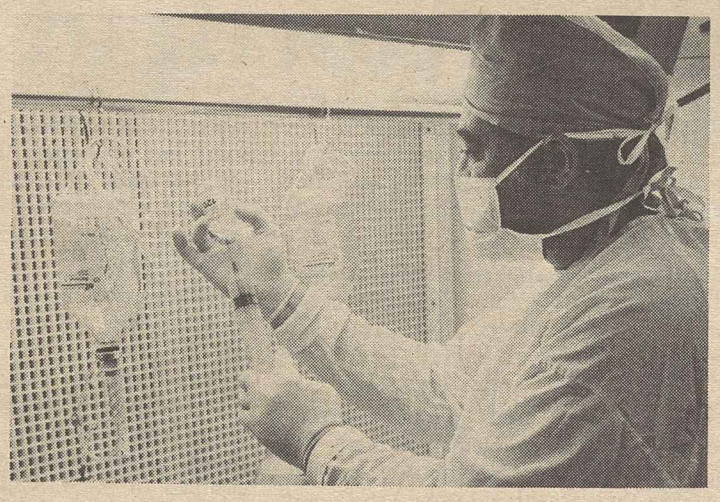
Continued from Page 1

The NCSC strongly opposes as a benefit cut any change in the existing social security retirement age and the formula for early retirement, Clayman said. Such a move was not part of the consensus recommendations, but was advocated by Republican-appointed commission members.

- Sec.-Treas. Jack Sheinkman of the Clothing & Textile Workers, testifying on behalf of the Community Council of Greater New York, suggested the possibility of compensating retirees for the postponement of their cost-of-living adjustment after economic conditions improve and the system is in better financial shape.

He also proposed that the taxation of social security benefits for persons with other income exceeding $20,000 for an individual or $25,000 a couple include an indexing provision that would raise the trigger level for taxation to offset inflation.

Sheinkman endorsed the basic compromise proposals, and stressed that "economic growth, not benefit cutbacks," is needed to ensure the stability of social security.



Hospital health hazards

Hospital workers are putting their own health on the line to keep hospitals operating, a booklet issued by the AFL-CIO Public Employee Dept. warns. The booklet, titled "Hospital Workers: Who Cares About Your Health on the Job?" explains how laundry workers are exposed to viral infections, tuberculosis and hepatitis and how nurses and pharmacy workers can be harmed by the medications they prepare and administer. Other hazards are radiation, anesthetic gases, burns, puncture wounds and job stress. The booklet encourages hospital employees to work through their unions to get health and safety protections written into their contracts because they lack full federal safety law coverage.

Reagan asks tax on health benefits, higher hospital costs for elderly

The Reagan Administration is forging ahead with its budget to check health care inflation at the expense of those least able to pay.

The Administration wants to tax workers for health insurance benefits and increase co-payments for Medicare beneficiaries. Both proposals have been sharply criticized by organized labor and senior citizens.

Under the Administration's proposal, any health insurance benefits paid by employers over $175 a month for a family plan and $70 a month for an individual plan would be subject to federal income tax. Currently, employer-paid fringe benefits are not considered part of income and are not taxed.

Shopping around

The Administration's rationale is that any health insurance benefits over these amounts provide "excessive" health insurance coverage which contributes to health care cost inflation because consumers have no incentive to hold down costs. If workers have to pay some of the costs, it theorizes, either through taxation or out-of-pocket expenses under more limited insurance coverage, then they will be encouraged to shop around for lower cost services or use fewer health services.

The Administration estimates the proposal would mean added taxes for about 30 percent of the 160 million people who receive health insurance through their employers. The proposal would bring an estimated $2.3 billion in additional federal revenue in fiscal 1984.

There is little support for the plan outside the Administration.

AFL-CIO Social Security Director Bert Seidman branded the proposal a "travesty." He said it is a "myth" that Americans are not cost-conscious about health care.

Appearing on public television's MacNeil-Lehrer Report, Seidman said the proposal would place an unfair tax burden on workers or would increase out-of-pocket expenses and reduce access to health services by forcing them to choose less expensive and more limited health insurance plans.

It would particularly affect older and handicapped workers as well as workers in areas with higher health care premiums, such as New England and the West, Seidman said, or any workers with high health care costs.

He charged that the plan includes no genuine actions to control health care costs. In fact, he said, it would do just the opposite by discouraging the preventive care that keeps people out of hospitals, the most expensive part of health care. It also would discourage workers from joining pre-paid comprehensive health care plans which focus on preventive medicine, Seidman warned.

Reagan's Medicare scheme, based on a similar theory, provoked equally harsh criticism. The proposal, estimated to save the federal government $1.7 billion in fiscal 1984, would require Medicare patients to pay more for the first 60 days of hospital stays, for visits to doctors, for doctors' services in the hospital and for Medicare Part B premiums which cover doctors' services.

Front-loaded costs

Under the hospitalization part of the Administration's plan, Medicare patients would pay the initial $350 estimated for 1984 for the first day in the hospital, about $28 a day for the second to the 15th day and about $17.50 a day for the 16th through 60th day. Only after that, the government would pay all hospitalization costs.

Medicare patients currently must pay the initial $350, nothing for the next 60 days, an estimated $82.50 a day for the 61st to 90th day, $175 a day from the 91st to the 150th day and the full cost of $350 a day or more after that.

The Administration claims proposed changes in payment will give Medicare patients an incentive to keep hospital stays short while protecting the severely ill from catastrophic costs.

Jacob Clayman, president of the National Council of Senior Citizens, said the Reagan scheme would cause hardships for millions of Medicare beneficiaries.

Since the average hospital stay for the elderly is only 11 days, Clayman said, the Administration's catastrophic coverage plan "seems to be only a smokescreen for its real aim—to pass along more and more of the burden of rising health care costs to the Medicare beneficiary."

"Millions of poor elderly simply cannot afford what the President is asking," Clayman said. He pointed out the average monthly social security benefit is only $375 and the elderly would have to pay over $600 for an average 11-day hospital stay under the proposed changes.

Indefensible proposal

In a joint statement, Wilbur J. Cohen, Sec. of Health, Education & Welfare in the Johnson Administration, and Arthur S. Flemming, HEW Secretary in the Eisenhower Administration, called the proposed Medicare payment hikes "indefensible and unfair."

Instead of imposing cost-containment restraints on the medical industry to check health care inflation, they said, the Administration "seeks for the third year in a row to dip into the pockets of beneficiaries," calling on them to pay a higher percentage of their income for health care than before Medicare became law.

Cohen and Flemming said the theory behind Reagan's Medicare plan is "nonsense," adding, "It proceeds from the tired old myth that patients determine how long they will be hospitalized. In fact, this decision is made exclusively by doctors and hospitals, who often have a vested interest in keeping beds full and the money rolling in."

Unhealthy ideas

They said they agree that the catastrophic protection in the plan is necessary for many people, "but it should not be added to the law at the expense of the vast majority of Medicare beneficiaries."

Other health and health-related proposals included in Reagan's budget would reduce federal payments to states for Medicare and allow states to make Medicaid recipients pay a small part of hospital and doctor visit costs. The budget proposals also would fold migrant health, family planning and black lung clinics into primary care block grants to the states and freeze block grant spending at 1983 levels; eliminate public health tuberculosis, fluoridation and health planning programs; and reduce funding for immunization programs, the National Institute of Occupational Safety & Health and the Environmental Protection Agency.

Course offered on plant shutdowns

A short course on the role of unions in plant closings has been added to the spring calendar of the George Meany Center for Labor Studies. It will be held Apr. 5-7 at the Silver Spring, Md., campus.

The program will examine such topics as the human hurt of plant closings; what a union can do to help affected workers; status of union bargaining rights when a plant closes; federal aid to workers, corporations and communities threatened with plant shutdowns.

Instructors will be trade unionists and other specialists who have lived and worked through plant closings. More information about the course is available from David G. Alexander, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Telephone 301/431-6400.

Trans World pay gains won by Machinists

The Machinists approved a new agreement providing wage and fringe benefit increases for some 10,000 mechanics and related workers at Trans World Airlines, while union negotiators faced uphill bargaining elsewhere in the airline industry.

- In San Francisco, IAM lawyers sought a court injunction to end a lockout of 230 union members employed by Qantas Airlines, an Australian carrier.
- In Dallas, bargainers for the Transport Workers and American Airlines agreed to a news blackout as talks went on in the face of a Feb. 12 strike deadline.
- In Denver, the IAM, Air Line Pilots and Flight Attendants announced they would not consider any concessionary terms with Frontier Airlines prior to the start of regular contract talks.

The new three-year contract for 10,000 Trans World Airline employees was ratified by a margin of nearly 9-1, the Machinists reported.

Under the agreement, workers will receive a 10.1 percent increase in wages retroactive to Nov. 1, 3.7 percent next Sept. 1, and 4.5 percent on June 1, 1984.

Strike deadline

Talks between the Transport Workers and American Airlines are continuing in Dallas in face of a Feb. 12 strike deadline. Some 12,000 mechanics and other ground employees represented by the TWU are affected by the negotiations.

The old contract with American came up for renewal last Aug. 1. Under the Railway Labor Act, the National Mediation Board entered the discussions and mediated the talks for four months before releasing the parties, thereby starting a 30-day cooling-off period.

Airline unions are prohibited from striking under the Railway Labor Act until they are released by the mediation board and the cooling-off period is completed. TWU, which has authorized a strike, already has turned down a request by American to accept a 5 percent pay reduction.

The Qantas lockout began Feb. 6, the date on which both the company and the Machinists were legally free to adopt economic sanctions. While IAM wanted to continue bargaining, the airline resorted to locking out the union mechanics and other employees. IAM's contract with Qantas expired a year ago.

Senate enlarges Labor Committee to settle dispute

The Senate enlarged its Labor & Human Resources Committee to resolve a Republican squabble. The old lineup was nine Republicans and seven Democrats. It has now been changed to 10 Republicans and eight Democrats.

The controversy stemmed from second thoughts by Republicans Paula Hawkins (Fla.) and John P. East (N.C.), who last December chose to move to other committees. They were then replaced on the Labor & Human Resources Committee by Republicans Charles E. Grassley (Iowa) and Alfonse D'Amato (N.Y.).

After the new Congress convened, Hawkins and East sought to get back on the Labor & Human Resources Committee. But D'Amato didn't want to leave.

After some weeks of behind-the-scenes jockeying, Committee Chairman Orrin G. Hatch (R-Utah) got an agreement that D'Amato would replace Hawkins as a member of the Joint Economic Committee of Congress and Hawkins would get back on the Labor & Human Resources panel. The Senate then approved the addition of a Republican seat, which went to East, and an added a Democratic seat, which has been filled by the appointment of Sen. Christopher J. Dodd (Conn.)

EDITORIALS

Holes in the Wage Floor

PRESIDENT REAGAN'S sometimes startling off-the-cuff remarks have been keeping the White House press office busy putting out explanations that the President really didn't mean what he clearly said.

That hasn't yet been the fate of the President's comment that the only reason the Administration isn't pressing for complete elimination of the minimum wage is that Congress would balk at such a drastic step backwards.

But "that would be the right thing to do," the President insisted after recalling with nostalgia a summer construction job for which he got paid in cash without such burdensome nonsense as a minimum wage law. Anyway, as the next best thing, the Administration is seeking to lower the federal wage floor for persons under 22 to $2.50 an hour between May 1 and Sept. 30.

"Half a loaf is better than none," the President said. But, he added, "I am very stubborn. I come back and ask for more the next time around."

So let Congress be on notice. At least unless the White House again contradicts the President, a summer subminimum youth wage is the first step toward outright repeal.

The Working Poor

THIS ISSUE of the AFL-CIO News carries an account of the impressive studies by Robert Taggart and Sar A. Levitan on economic hardship in America—among those who are counted as employed as well as among the jobless.

Even in more prosperous times, there are a lot of working people who over the course of a year make less than the minimum wage for the hours they worked or were available for work. Either they were employed part-time because full-time jobs weren't available or they were in jobs where layoffs were frequent or work was seasonal.

In 1981, when the recession was just getting under way, there were more than 34 million such Americans.

Today, their numbers have surely grown, and the reduced buying power of the minimum wage has pushed many with year-round, full-time jobs below the poverty level.

In a more humane time, our society erected safety nets for our working poor such as food stamps, housing assistance and health services.

These are the programs that this Administration has been cutting—at the same time that it insists on "staying the course" of huge tax windfalls for the wealthy.

False Economy

A BYPRODUCT of the cuts made in our society's safety net has been a return to the concept that only those totally destitute should receive help from their government in times of temporary hardship.

Many union members have experienced cycles of unemployment and hard times, have had to scrimp to manage on reduced incomes, but with the help of various public assistance programs have pulled through until times got better.

Is it really economy, as the Administration seems to believe, to compel families to sell off every asset and to sink perhaps irreversibly into poverty before being eligible for help?

If the value of a car exceeds $1,500, is it really necessary to insist that it be sold before a family is eligible for assistance? When a jobless family can't afford private health insurance, what level of poverty must be demonstrated to qualify for Medicaid?

A sensible editorial in the Feb. 6 issue of the Washington Post pondered these questions and urged as a start the suspension of the harsh new rules that are keeping many of the "new poor" from getting basic welfare, food stamps and medicaid benefits.

"It makes no sense," the editorial concluded, "to require an unemployed father to abandon his family or to sell his car in order to get basic help for that family. Beggaring families is not exactly the way to get them back on their feet."

'In the Interest of Fairness...'

Washington Window

Want ads offer little hope to long-term unemployed

By Press Associates, Inc.

President Reagan was asked in an interview with the St. Louis Post-Dispatch how far he would be willing to go on job-creation programs. He replied that it was far more important to stress training, as his budget did, because newspaper want ads show that jobs are available.

Meanwhile, a malaise appears to be gripping the nation.

A recent New York Times/CBS survey reported that unemployment had reached into a third of all American households in the past year. The unemployment contributed to family stress and conflict, forced down living standards, and spread pessimism about the future of the nation.

This is how the survey results broke down: Of the 36 percent of households in which an adult had been unemployed, 63 percent bought lower quality food; 53 percent fell back on savings; 50 percent cut medical or dental care; 33 percent borrowed money; 32 percent missed payments on homes, cars, apartments or loans, and 18 percent accepted food stamps or welfare.

The survey said that 47 percent of households with unemployment reported more family arguments. Family conflict was reported mostly where unemployment lasted more than three months.

Long-lasting effect

Harvey Brenner, a sociology professor at Johns Hopkins University in Baltimore, told the Times that the relationship of family conflict and long-term unemployment is of critical importance because many jobs may be permanently lost in the current recession.

Brenner, who has carried out extensive research on the social consequences of high-level unemployment, said the family conflict probably was understated in the survey because the issue is personal and embarrassing.

He said the survey could not be expected to measure the "extreme violence and aggressive behavior" that has caused more homicides and suicides.

The Times also quoted Harvard University government professor Sidney Verba as saying the family conflict level showed that unemployment was having "a kind of generalized depressing effect on the quality of all our lives." The survey showed that only 26 percent of those from households with unemployment believed the country was going in the right direction.

Out of work longer

The latest data from the Labor Dept. would seem to indicate the problems might be worsening rather than improving. The department, in its report on the job picture for January, said the duration of unemployment had lengthened to a median duration of 11.5 weeks. This means about half of the 12 million jobless would fall into the Times's survey category where more family conflict is occurring. Nearly 600,000 dropped out of the labor force in January, pushing the "discouraged" total to some 2 million—and these people are not counted in the official total because they have stopped looking for jobs.

The President's budget revealed his priorities. There are no jobs in it, only dubious gimmicks like subminimum wages and tax credits for employers. Despite Reagan's claim of "fairness," the Center on Budget & Policy Priorities documented cuts of 19 percent in federal programs for the poor—food stamps, child nutrition, aid to families with dependent children, and low-income energy aid.

If there is going to be any leadership in pulling the nation out of its despair and putting people back to work, it is going to have to come from Congress.

AFL-CIO news

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Vol. 28, No. 6 SATURDAY, FEBRUARY 12, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
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LEGISLATIVE ALERT!

Reagan Freeze Rejected; AFL-CIO Urges Emergency Aid Program

In submitting his third annual federal budget to Congress, President Reagan spoke of "bipartisanship" and "compromise." But the new Reagan proposal is like the old Reagan proposals: rewards for the wealthy and privileged, and "do-nothing," "wait and see" promises for the victims of recession.

The AFL-CIO has been on Capitol Hill every day since Congress got down to work on Jan. 31, urging that action be taken now to bring economic recovery and safeguard the jobless until recovery arrives.

President Kirkland told the House Budget Committee on Feb. 8 that the Reagan budget is intolerable. He detailed programs to create jobs in housing, public works, and community development, as well as tax reforms to pay for these programs. These include a $700 "cap" on this July's tax cut, which would maintain full tax cuts for those with incomes less that $45,000.

While President Kirkland was before the Budget Committee, other federation officials were before the Ways and Means Committee urging that unemployment compensation be extended on a permanent basis instead of the current temporary extenstions.

The AFL-CIO also was before the House Commerce Committee, warning that high joblessness takes a toll on the health of American families; nearly 60 percent of those laid off lose their health insurance immediately or within a month of termination. The federation outlined several ways to solve this problem.

WHAT YOU CAN DO: Urge your Representative and Senators to reject the Reagan "do-nothing" approach to recession. Ask them to enact AFL-CIO alternatives, including public works, community development and housing job-creation programs, extended unemployment compensation, health care for the jobless, and closing of tax loopholes to pay for these programs.

REAGAN PROPOSALS

- More cuts in government programs
- 10.7 percent unemployment in 1983, 9.9 percent unemployment in 1984. $8.1 billion cut in unemployment compensation
- "Freeze" on federal workers' pay and retirement, plus new Social Security taxes
- NO job-creation programs
- More unemployment for adults as employers hire teenagers at a $2.50 per hour subminimum wage

AFL-CIO PROPOSALS

- An end to unfair budget cuts
- Community development jobs for the unemployed: child care, school security, health screening
- Public works jobs: roads, bridges, water systems, transit and port facilities
- Construction jobs through restoration of housing programs
- Health care coverage for the jobless
- Emergency food and shelter programs
- Repeal of tax loopholes for the wealthy

You Tell Us, and We'll Tell Congress: Are Imports Stealing Your Jobs?

Many members of Congress are becoming convinced that they must do something soon to stop the damage to our economy caused by unrestrained imports. But Congress isn't sure what to do about trade. You can help by completing the survey, right. Tell us how imports are affecting your community, and we'll use the results in our testimony and lobbying efforts.

The anecdotes below illustrate the harm that imports can do to our economy.

'ATARI DEMOCRATS' TAKE NOTE: ATARI IS MOVING OVERSEAS

Several members of Congress are called "Atari Democrats" because they claim that young "high-tech" industries such as computers will lead the United States to long-lasting economic recovery.

Unfortunately, Atari recently announced that it is shifting production to Hong King and Taiwan. Mattel Electronics already makes all its computers in the Orient, while Magnavox (Odyssey) prefers Mexico.

HITACHI STEALS IBM SECRETS, THEN SELLS COMPUTERS TO U.S.

Last June, the U.S. Justice Department indicted officials of Hitachi, the Japanese electronics firm, for conspiring to buy trade secrets that had been stolen from IBM. The companies are engaged in a tough battle to produce the most advanced new computers.

Hitachi, after initially denying any wrongdoing, recently pleaded guilty and paid a $10,000 fine (the company's sales are more than $13 billion annually).

Incredibly, the U.S. Social Security Administration in December awarded a $7 million contract for two new Hitachi computers to replace current IBM models. So the government is slapping the wrists of Hitachi but rewarding its wrongdoing with a fat contract.

WE'RE AMERICAN AIRLINES, DOING WHAT WE DO BEST. IN BARBADOS.

American Airlines recently announced that it is moving about 200 data-entry jobs at its computer center in Tulsa to Barbados, West Indies.

An airline official noted that the company expects to pay the Barbados workers less than what the Tulsa employees were earning.

NOTE: REPRODUCE THIS SURVEY FOR USE BY OTHERS.

1. **Have you or any member of your family been laid off in the past two years?** _____
   If so: When? _____ Name of the company? _____
   Plant location? _____
   Product or service created there? _____
   Number of other employees laid off at the same time? _____
   Reason for layoff? ___Company relocation? Where? _____
   ___Bankruptcy?
   ___Declining sales? If so, do you feel imported goods were responsible? _____
   ___Other _____
   Your job description: _____
   Have you been rehired? _____ If so, duration of layoff: _____
   Were you rehired at the same job? _____ If not, how does your new wage compare to your old wage? _____
2. **Are you aware of any major plant shutdowns or layoffs in your area?** _____
   Name of company _____
   Plant location _____
   Product or service created _____
   Number of people made jobless _____
   Did company relocate? _____ Where? _____
   Nature of jobs lost _____
3. **Describe the product or service produced by your company:** _____
   Is this product sold only in the United States, or is it also exported? _____
   If exported, where? _____
   What proportion is exported? _____
   If not exported, do you know why not? _____
4. **Is the product manufactured at your plant available from foreign sources?** _____
   If so, which nation(s)? _____
   Is it in fact imported into your area? _____
5. **Are you aware of any means by which foreign nations restrict the importation of products made by your company or other products made in you area?**
   Describe: _____
6. **When was your place of employment built?** _____
   Has your place of employment undergone modernization in the past two years? _____
   Or do you feel that it is being allowed to deteriorate? _____
   Are you aware of any plans by your company to modernize their facility? _____
   Are you aware of any plans by your company to invest abroad? _____ If so, where? _____

(Optional:)

Name/Union/Local # _____

Address _____

City _____ State _____ Zip _____

Send to:

AFL-CIO
Department of Legislation
815 16th Street, N.W.
Room 309
Washington, D.C. 20006

ATTACH ANY ADDITIONAL COMMENTS YOU WISH TO MAKE.

AFL-CIO news

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FEBRUARY 19, 1983,
VOL. 28, NO. 7

MEMO FROM COPE
PAGE 8

They want jobs

Those are job applications, not handouts, that outstretched hands are seeking. A state employment office in Kansas City was jammed with 3,000 recession victims when it began taking applications for 250 new jobs at a local hotel.

Unions fight move to scrap assistance for import victims

By David L. Perlman

America's unions pressed Congress to salvage the trade adjustment assistance program and reaffirm a national commitment of special help for workers whose jobs are wiped out by imports.

Trade adjustment assistance was cut back drastically during the first two years of the Reagan Administration. Cash benefit entitlements were first reduced, then virtually eliminated. Retraining was advocated as a goal but left unfunded in the fiscal 1984 budget. The remnants of the program would be junked entirely if Congress goes along with the President's budget proposal.

AFL-CIO Legislative Rep. Stephen Koplan and other labor witnesses urged a House Ways & Means subcommittee not to allow that to happen.

The assistance program "is needed now more than ever," the AFL-CIO testified.

Commitments made to workers as part of the trade legislation that cost them their jobs "must be honored," the AFL-CIO insisted.

The breach of faith represented by the Administration attempt to scuttle the program was stressed also in testimony by Steelworkers Legislative Director John J. Sheehan and by Auto Workers Attorney Leonard R. Page, who noted that imports of manufactured goods are at record levels even as unemployment climbed to new highs.

Compact with workers

Sheehan described trade adjustment aid as a binding "compact" that the government had made in full awareness that a tilt to "free-trade" policies would hurt trade-sensitive industries and their workers.

The chairman of the trade subcommittee, Rep. Sam Gibbons (D-Fla.), announced at the hearing that he will join Rep. Donald Pease (D-Ohio) in cosponsoring the bill, an endorsement seen as virtually assuring favorable committee action.

The legislation they have introduced would make job training for displaced workers an entitlement and would also provide a modest subsistence allowance of $15 a day for persons enrolled in training programs who were not receiving any other unemployment compensation.

Before the Administration's earlier cutbacks, workers eligible for trade adjustment assistance received TAA benefits of 70 percent of lost pay up to a ceiling equal to the national average manufacturing wage, for up to 52 weeks with an additional 26 weeks allowed to complete training programs.

The higher payments were scrapped in 1981 and the new ceiling was the regular state unemployment benefit.

The proposed legislation would also rectify a "suitable work" definition of present law so that workers eligible for trade adjustment retraining couldn't be forced to take jobs at the minimum wage at the end of 26 weeks of unemployment compensation.

The new test would be work at "substantially" the skill level of past employment at not less than 80 percent of previous weekly wages.

Continued on Page 6

Unemployment climbs in 47 states over year

Unemployment last year increased in all but three states, with West Virginia experiencing the sharpest rise, the Bureau of Labor Statistics reported.

As the Reagan Recession relentlessly took its toll, national unemployment for all civilian workers jumped 2.2 percentage points in 1982, from 8.3 to 10.5 percent prior to seasonal adjustment.

West Virginia's jobless rate during the year rose 7.8 percent to 17.8 percent. Three other states—Alabama, Arizona, and Nevada—all with double-digit jobless rates, also experienced increases of 4 percentage points or more.

Metropolitan area unemployment rates equaled or exceeded the 10.5 percent national rate in 88 of the 211 localities for which December 1982 data were available, BLS said. Johnstown, Pa., had the highest rate—22.7 percent, compared with 14.7 percent a year earlier.

All but three

The only states to escape the upsurge in unemployment in 1982 were Delaware, whose rate dropped from 7.7 percent in 1981 to 7.4 percent last December; Maryland, where joblessness declined from 8 to 7.9 percent, and Alaska, whose rate remained at 10 percent.

The government attributed the huge rise in joblessness in West Virginia to reductions in the state's mining and manufacturing industries. Michigan's 17.3 percent jobless rate was the second highest in the nation, followed by Alabama at 15.9 percent, both the result of layoffs in manufacturing.

Nineteen states had unemployment rates at or above the 10.5 percent unadjusted national rate in December 1982, BLS said. Other states where jobless rates were high were Illinois, 12.6 percent; Indiana, 12.9 percent; Nevada, 12.2 percent; Ohio, 14.1 percent; Pennsylvania, 12.5 percent; Tennessee, 13.3 percent; Washington, 12.5 percent, and Wisconsin, 12.2 percent.

Hawaii recorded the lowest national unemployment rate, at 6.3 percent last December, up a full percentage point from the year-earlier level. South Dakota had a 6.6 percent rate, up from 5.4 percent a year earlier. Oklahoma and Vermont both had 6.8 percent jobless rates last December, with Oklahoma's jumping sharply from 3.8 percent a year earlier and Vermont's climbing one full point from 5.8 percent in December 1981.

Employment, as measured by BLS's monthly survey of nonfarm establishments, fell in 48 states and the District of Columbia between December 1981 and December 1982. Every state experienced decreases in manufacturing employment. Two-thirds or more of the states also re-

Continued on Page 2

Bankruptcies prove persistent as economic ills

An upturn in business bankruptcies, including the failure of the largest bank in eastern Tennessee, widespread joblessness and an increase in claims for unemployment benefits underscored the severity of the nation's economic troubles.

The latest quarterly survey of consumer attitudes conducted by the University of Michigan's Institute for Social Research reflected slight improvement due to lower prices and interest rates but no widespread optimism over the long term.

"Income declines and the expected persistence of the double-digit unemployment levels left consumers' evaluations of their current financial situation and of business conditions at very low levels," the survey report observed.

A glimmer of hope showed up in the government's report on January factory production, up nine-tenths of 1 percent from the December level, and in January's 1 percent decline in wholesale prices. And housing starts in January climbed 35 per-

Continued on Page 3

For bipartisan action

First-step jobs bill gains support

A policy switch by President Reagan has opened the way to bipartisan enactment of a first-phase jobs bill but a much larger package of anti-recession measures will be needed to fuel the nation's economic recovery.

AFL-CIO Legislative Director Ray Denison welcomed the prospect that quick-moving assistance to the jobless and the needy can be enacted by early spring. But even if Democratic "add-ons" boost the $4.3 billion package agreed to by the White House up to the $5 billion mark, it will remain "far too little," Denison said.

House Democratic leaders voted to back the $4.3 billion emergency jobs bill, to be funded largely through a supplemental appropriation covering the current fiscal year, which runs through Sept. 30. But they will seek to add about $1 billion to the measure, including funds for a nutrition program for pregnant women and small children, low-income energy assistance and an expanded summer jobs program for youth.

Program step-up

The agreed-on Administration package includes stepped-up federal construction work, such as repairs to veterans hospitals and other government buildings, along with funds for emergency food programs and day care services.

Its job component carries a $4 billion price tag and $300 million would be earmarked for humanitarian aid to the needy.

By contrast, Denison noted, AFL-CIO President Lane Kirkland's proposals to the House Budget Committee earlier this month sought $22.5 billion in supplemental appropriations for this fiscal year and an additional $46 billion for fiscal 1984.

The Administration has not offered any concessions to date on its budget proposals for fiscal 1984, or on Democratic proposals to put a ceiling on this year's scheduled tax increase and to repeal a revenue-losing indexing provision for the future.

Also cleared for bipartisan approval is an Administration proposal for a $2.9 billion appropriation to continue the federal supplemental unemployment insurance program through the balance of the fiscal year. Otherwise it would be shut down on Mar. 31. And there is no controversy about a $5 billion supplement to enable states whose unemployment insurance re-

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The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

2/19/83

Fighting back

Strategy by a coalition of 48 federal employee groups to fight Reagan Administration slashes in pay and benefits is mapped out by union presidents, from left, Moe Biller of the Postal Workers, Kenneth Blaylock of the Government Employees and Vincent Sombrotto of the Letter Carriers.

Unemployment rates climb in all but 3 states over year

Continued from page 1

ported job losses in mining, construction, transportation, public utilities, and trade, while half of the states posted reductions in government employment.

The largest overall employment decrease over the year occurred in Pennsylvania, 267,000. Four other states—California, Ohio, Michigan, and Illinois—experienced job losses exceeding 100,000. The primary factor in these states, BLS said, was a loss of employment in manufacturing industries.

The two states reporting increases in employment during 1982 were Alaska and Florida. Alaska's gains were in trade, services and government. In Florida, losses in construction and manufacturing were offset by increases in trade and services.

Employment fell by 4 percent or more over the year in eight states—Illinois, Indiana, Iowa, Minnesota, Montana, Pennsylvania, West Virginia, and Wyoming. Only one state, Alaska, had an increase of this magnitude.

Stamford, Conn., again had the lowest rate, at 4 percent, followed by Raleigh-Durham, N.C., at 4.3 percent.

Besides Johnstown, Pa., other industrial cities hard hit by the recession were Flint, Mich., where unemployment rose over 1982 from 16.8 to 22 percent; Youngstown-Warren, Ohio, up from 16 to 21.1 percent over the year, and Duluth-Superior, Minn., where 20.9 percent unemployment in December 1982 was more than double the year-earlier level of 10.1 percent.

CWA protests AT&T move to alter negotiated pensions

The Communications Workers filed an objection to the AT&T reorganization plan with the U.S. District Court for the District of Columbia, accusing the company of seeking unilateral changes in current employee benefits.

CWA President Glenn E. Watts charged that AT&T "is attempting to use the reorganization to modify the pension and other benefits that are in present contracts as the result of collective bargaining."

AT&T had filed its reorganization plan with the court in December after Judge Harold Greene ordered it to divest itself of its 22 operating companies following an antitrust suit brought against it by the Justice Dept.

The union also objected that AT&T's final plan violates both federal labor policy and the intent of the court and the Justice Dept. that nothing in the consent decree preclude or interfere with bargaining or employee protections.

Splintering provision

"Our primary objection to the AT&T proposal," said Watts, "is the provision to splinter the Bell System Pension Plan (BSPP) into eight separate plans and to cancel interchange agreements covering pensions. One of the most significant features of the BSPP is the ability of our members to carry with them pension credits between AT&T and its Bell operating companies."

The proposal would end the CWA-AT&T negotiated agreements and could possibly reduce benefits for members, since the eight resulting plans would not necessarily be uniform.

Watts added, "We are asking that the court delete the AT&T proposal on pensions and that the company negotiate with us on that and other changes in labor related matters."

Judge Greene will give AT&T a chance to respond to objections filed with the court and then allow a rebuttal period before issuing a final modified ruling sometime in the spring, Duayne Trecker of the CWA said.

48-group coalition

Federal, postal unions battle Reagan slashes

By Susan Dunlop

A broad-based coalition of organizations representing federal and postal workers and retirees, outraged by Reagan Administration budget proposals that would cut their pay and benefits, has launched an "all-out" lobbying effort to urge Congress to reject the Reagan moves.

AFL-CIO Public Employee Dept. President Kenneth Blaylock said at a news conference following a "summit meeting" of the employee groups that the 48-member coalition agrees "we cannot, will not stand by idly and watch Ronald Reagan—and his congressional allies—destroy the income, careers and 'golden years' of the people we represent."

Blaylock, who is president of the Government Employees, termed Reagan Administration plans to freeze federal pay, gut retirement protections and reduce federal support of senior citizen programs "an unconscionable attack on the well-being of millions of our members and their families."

Resignations of protest

In a separate development, Blaylock, PED Executive Director John Leyden and other officers of federal employee organizations resigned in protest from the Federal Employees Advisory Pay Council following a meeting with Reagan Administration officials to discuss the proposed pay freeze.

The newly formed coalition includes a number of AFL-CIO unions who represent federal and postal workers and other public employees as well as unaffiliated unions, senior citizens organizations, and associations of federal professional and management employees.

Blaylock said the coalition is the largest ever formed to deal with federal employee issues. He told reporters the group's activities will be in addition to other efforts launched by federal employee groups to oppose mandatory inclusion in the social security system of all new federal employees.

Proposed strategy

The coalition released an outline of its lobbying strategy to persuade Congress to reject the Administration's programs. Plans include:

- A massive lobbying effort on Capitol Hill in February and March, targeting members of Congress whose constituents are most affected.
- Informational picket lines at congressional home district offices when Congress is in recess.
- A freeze on all political action fund contributions until after Congress completes its action on the Reagan proposals.
- A telephone and mail campaign to members of Congress.
- Information centers in each federal agency to urge workers to participate in the action.
- Leafleting at Washington, D.C. subway stations, federal buildings and other public places.
- Symbolic action such as wearing of black armbands at work.
- Newspaper advertising campaigns.

Futile exercise

Blaylock said he, Leyden, AFGE Vice President John Sturdivant, National Treasury Employees Union President Vincent J. Connery and National Federation of Federal Employees President James Pierce resigned from the federal pay council because participation was becoming "an exercise in futility."

The council was created by Congress in 1970 to find ways to bring federal wages in line with those for comparable jobs in the private sector. A recent Bureau of Labor Statistics survey showed wages in the private sector were 18.4 percent higher overall than federal pay for similar work.

Management members of the panel are Office of Personnel Management Director Donald Devine, Labor Sec. Raymond J. Donovan and Office of Management & Budget Director David Stockman.

Blaylock pointed out that one of the new coalition's objectives is to fight the freeze on federal wages this year and to press the Reagan Administration to live up to the law requiring pay comparability.

He said the campaign will also oppose Administration moves to increase the retirement age for federal workers, to downgrade and reclassify some 14 percent of the federal and postal workforce and to eliminate in-grade pay increases for workers.

Other goals

The group will also fight proposals to slash and delay cost-of-living increases for retirees, to raise federal and postal employees' contributions to their pension plan from 7 to 11 percent, to change the formula for calculating retirement benefits from the highest three-year average salary to the average highest five years, and to require that new federal employees be covered by the social security system.

Among the AFL-CIO unions participating in the coalition in addition to AFGE are the Postal Workers, Letter Carriers, Boilermakers, International Brotherhood of Electrical Workers, Laborers' Mail Handlers Division, Professional & Technical Engineers, Teachers, the State, County & Municipal Employees, Plate Printers, Service Employees, Union of Police Associations, National Maritime Union, Graphic Arts International Union, Masters, Mates & Pilots, Marine Engineers Weather Service Employees, and the Metropolitan Washington Metal Trades Council.

Congress prodded on jobs mandate

The AFL-CIO renewed its summons to Congress to carry out the federal government's responsibility to provide jobs for America's unemployed when the private sector falters.

AFL-CIO Research Director Rudy Oswald protested to the congressional Joint Economic Committee of this mandate of the Humphrey-Hawkins Full Employment Act, which has been largely ignored since Congress adopted it in 1978.

Oswald cited the Reagan Administration's own economic forecast, keyed to the President's "hands-off approach," which points to unemployment still higher than 8 percent until 1987 and staying above 1979's level throughout the decade.

Move jobs

That isn't good enough, Oswald insisted. It is clearly in the national interest "to put Americans who are able and willing to work into productive jobs which generate taxes, produce useful community services and community facilities, and stimulate the economy in communities with high unemployment," he testified.

Oswald outlined the mix of job programs the AFL-CIO has urged including federally financed community development programs that would enable cities to hire additional workers for jobs that need doing, an accelerated public works program, housing assistance and a start toward reindustrialization.

Impact on deficit

While the Administration claims such a large-scaled program would be too costly, Oswald noted that if such an effort had been put into effect last year, unemployment would have been significantly reduced and the long-term budget deficit substantially trimmed. "Each 1 percent of unemployment costs the federal treasury $30 billion," he reminded the panel.

He warned that "if the priorities of the Reagan Administration prevail," this year will bring "still more lost output, more lost income, and more loss of the sense of fairness and social justice that holds our nation together."

Apart from the savings resulting from reduced unemployment, anti-recession programs can be funded through tax reforms that include putting a $700 ceiling on the final step of the tax cut scheduled for this July and repeal of the tax bracket indexing plan scheduled to take effect in 1985. Additional billions could be recovered by revoking some of the tax giveaways to corporations enacted in 1981, Oswald testified.

Employer of last resort

"When the private sector cannot provide enough jobs, the federal government must step in," Oswald insisted.

When unemployment rises 1 percent, another 1.1 million Americans are left jobless. "Americans cannot tolerate the cruelly high unemployment rate projected by the Reagan Administration," he said.

Jobs, COL protection major union concerns in copper bargaining

By Arlee C. Green

Job and income security top a 12-page list of bargaining objectives set by the National Nonferrous Coordinated Bargaining Conference for this year's round of negotiations on 174 contracts covering about 50,000 workers in the copper, lead, zinc and other metals industries.

The proposals represent a general policy statement of the 21 unions involved in the coordinated bargaining.

Among other things, the 750 delegates to the four-day conference in Phoenix called for maintaining cost-of-living provisions, ending moves to combine jobs or contract-out work, and providing increased pension, insurance and unemployment benefits.

Copper crunch

The copper industry, the largest nonferrous metal segment, is in severe economic straits, and the unions in the coalition have taken this into account, Cass Alvin of the Steelworkers stressed. Alvin, who serves as a coordinator for the unions, pointed out that nearly half of the workers in the highly organized copper industry currently are unemployed.

The proposals of the nonferrous conference contain these key elements:

- Retention of the provisions for cost-of-living wage adjustments, which have been in the copper industry contracts for a decade. Equal pay for equal work throughout the industry and improvements in premium pay. Establishment of apprenticeship programs.
- Protection from erosions caused by the combining of jobs, reassignment of job skills, disregard for craft practices, and contracting out of work within the scope of the bargaining unit.
- Job security. Moratorium on plant closures and adequate advance notice of shutdowns with development of alternatives. Broadened seniority opportunities in the event of layoffs and more meaningful interplant transfers. Restriction on the use of overtime when members of a department are on layoff.
- Income security. Removal of any caps on pension benefits, and union oversight of pension fund investments. Improved health care, life insurance and sickness and accident benefits. Continuation of insurance coverage during layoff, work stoppage, plant closure and disability. Improved funding, eligibility and benefits from the supplemental unemployment benefits program.
- Improvements in other benefit programs, such as longer vacations, more holidays and personal time off, "remain an imperative."

Seeking solutions

The conference delegates considered the market conditions and new technology to be problems for which unions and management must seek solutions.

The proposals pointed to the need for restrictions on foremen doing bargaining unit work, for appropriate health and safety provisions, for the right to refuse unsafe work and for proper labeling of chemicals that are hazardous.

Conference Chairman Frank S. McKee, USWA treasurer, and Machinists President William W. Winpisinger, both urged the unions to resist attempts by management to win bargaining concessions in the form of "givebacks" that would wipe out existing benefits.

The bargaining history of the coalition and the industry has been marked by a strike every three years with the longest—8½ months—occurring in 1967.

McKee, warned the industry against a "power play" this year and said he could not rule out another strike. He blamed the current problems in the copper industry on the economic policies of the Reagan Administration, on competition from the Third World nations, and on foreign investments by the multinational copper producing conglomerates.

No trickling

Winpisinger called Reagan's economic policy a "recipe for disaster," and urged the delegates to join in giving a message to Reagan and the Republicans: "Don't trickle down on me."

Alvin said the general policy statement has a "moderate tone," but he stressed that "these people are tough. They don't want to give anything back and most certainly not cost of living."

In the past, he said, the companies have bargained themselves into a strike, using that time for a reduction in their stockpiles and for rebuilding of smelters and other maintenance. "I think the approach will be different this year," Alvin said.

The unions participating in the coordinated bargaining are: Steelworkers; Machinists; Sheet Metal Workers; Operating Engineers; Oil, Chemical & Atomic Workers; Chemical Workers; Maintenance of Way Employees; Laborers; Railway Carmen; Carpenters; Electrical, Radio & Machine Workers; Office & Professional Employees; International Brotherhood of Electrical Workers; Plumbers & Pipefitters; Boilermakers; United Transport Union; Bricklayers; the AFL-CIO Industrial Union Dept.; Auto Workers and the unaffiliated Teamsters and International Guards Union.

No help wanted

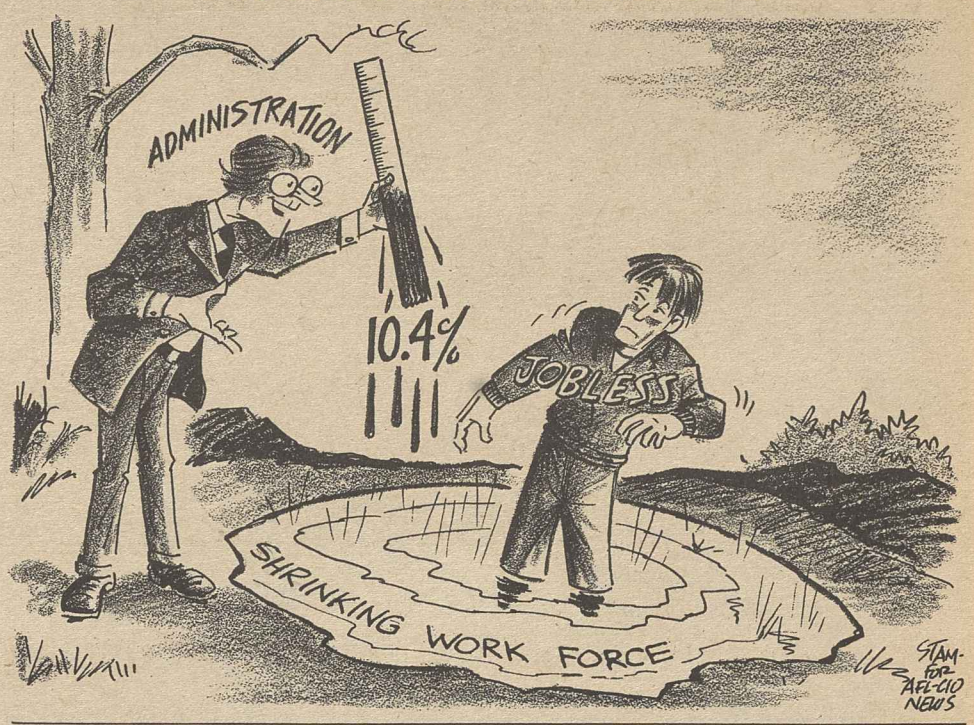
Portland, Ore.—Nearly 200 persons showed up outside a cable installation firm, some waiting over night, for a chance to get one of 50 jobs that had been advertised in the Sunday Oregonian's help wanted section.

The company, Henkle & McCoy, had no jobs to offer and denied placing the ad. A company official said the company had been laying off workers.

Similar instances of hundreds, even thousands, of persons showing up for jobs that don't exist have occurred in cities across the country, according to Editor & Publisher magazine.

The heavy turnout of the jobless in these situations tends to refute President Reagan's insistence that want ads go begging.

'I've Got Good News for You!'



Economic rebound wavers as business failures increase

Continued from Page 1

cent to an annual rate of 1.72 million units, the highest since September 1979. But number of initial claims for jobless benefits and the surge in commercial and industrial business failures.

Business and labor economists viewed the Labor Dept.'s report that new jobless insurance claims rose 52,000 to 517,000 in the week ended Jan. 29 as an indication that the nation's mounting unemployment has not peaked despite the drop in the seasonally adjusted unemployment rate from 10.8 to 10.4 percent last month. In actual numbers, there were 12.5 million workers on the unemployment rolls in January, an increase of 900,000 from December.

"We're far from out of the woods," said AFL-CIO Research Director Rudy Oswald. "You have more and more people out of work for a longer and longer period of time."

Over adjustment

Several economists have warned that the January decline in the jobless rate may have been exaggerated by the process of adjusting data for seasonal factors.

Business failures in the week ended Feb. 3 climbed to 690 from 654 the week before and 449 in the comparable 1982 week, Dun & Bradstreet Inc. reported. That was the largest weekly total since a record 696 bankruptcies in late August.

The latest failure pace boosted the 1983 total to 3,145 bankruptcies, a 55-percent increase from the year-earlier period, the credit service said.

Announcement of the collapse of the United American Bank of Knoxville sent shock waves throughout the banking community as well as the bank's depositors. With assets of about $760 million and deposits of about $590 million, the Knoxville bank was the fourth-largest commercial bank to fail since 1933.

Loans at fault

Tennessee's Commissioner of Banking, William C. Adams, said that loan losses had made the bank insolvent. The shutdown was of short duration, however, as the bank was taken over two days later by First Tennessee National Corp., the state's largest bank holding company, for about $54.5 billion.

Meanwhile, the domestic auto industry reported that U.S. new-car sales in early February fell 3 percent from a year earlier. Deliveries of passenger cars built in this country were still at recession levels. The industry said it sold 136,568 units in the Feb. 1-10 selling period, compared with 140,818 units during the same 10-day period in 1982.

In other economic news, the Commerce Dept. reported that American businesses reduced their inventories of unsold goods six-tenths of 1 percent in December, despite weak sales, by holding down production.

Labor keeping an eye on revised CPI

AFL-CIO economists are advising affiliates involved in contract negotiations this year and next to adopt a wait-and-see attitude toward revision of one of the government's consumer price indexes.

"Stay with what you know and have until we have some experience with both the revised CPI-U and the current CPI-W," Federation Economist John Zalusky recommends.

The CPI-U or all-urban index covers about 80 percent of the nation's population, including professional, managerial, and technical workers, the self-employed, retirees, and the unemployed as well as wage earners and clerical workers. The CPI-W includes only urban wage earners and clerical workers, and represents about half the population covered by CPI-U.

Rental equivalence

On Feb. 25, the Bureau of Labor Statistics plans to release its revised CPI-U for the month of January. The new index will embody the BLS's "rental equivalence" approach to the cost of consumer housing instead of reflecting the direct costs of home ownership, a change opposed by organized labor.

When the government's decision to use a new measure of housing costs was announced in October 1981, BLS Commissioner Janet L. Norwood said the rental equivalence approach, as opposed to the traditional asset-value method of calculation, more accurately reflects market conditions.

This argument is disputed by the AFL-CIO. "We don't accept the investment angle," Federation Economist Markley Roberts observes. "Most people don't buy a home as an investment. House prices should be included in the index."

Force behind inflation

Zalusky points out also that with mortgage interest eliminated as a factor in calculating the monthly CPI, economists and the public alike will tend to overlook the impact interest rates have as a driving force in inflation.

An overwhelming majority of collective bargaining agreements between AFL-CIO affiliates and employers are keyed to CPI-W. The measure is generally used to calculate wage and benefit increases due under cost-of-living provisions of union contracts and government entitlement programs, including social security.

The BLS will continue the old CPI-U, factoring in house prices and mortgage interest, for the next six months. Revision of the CPI-W in line with the rental equivalence approach is not scheduled until January 1985.

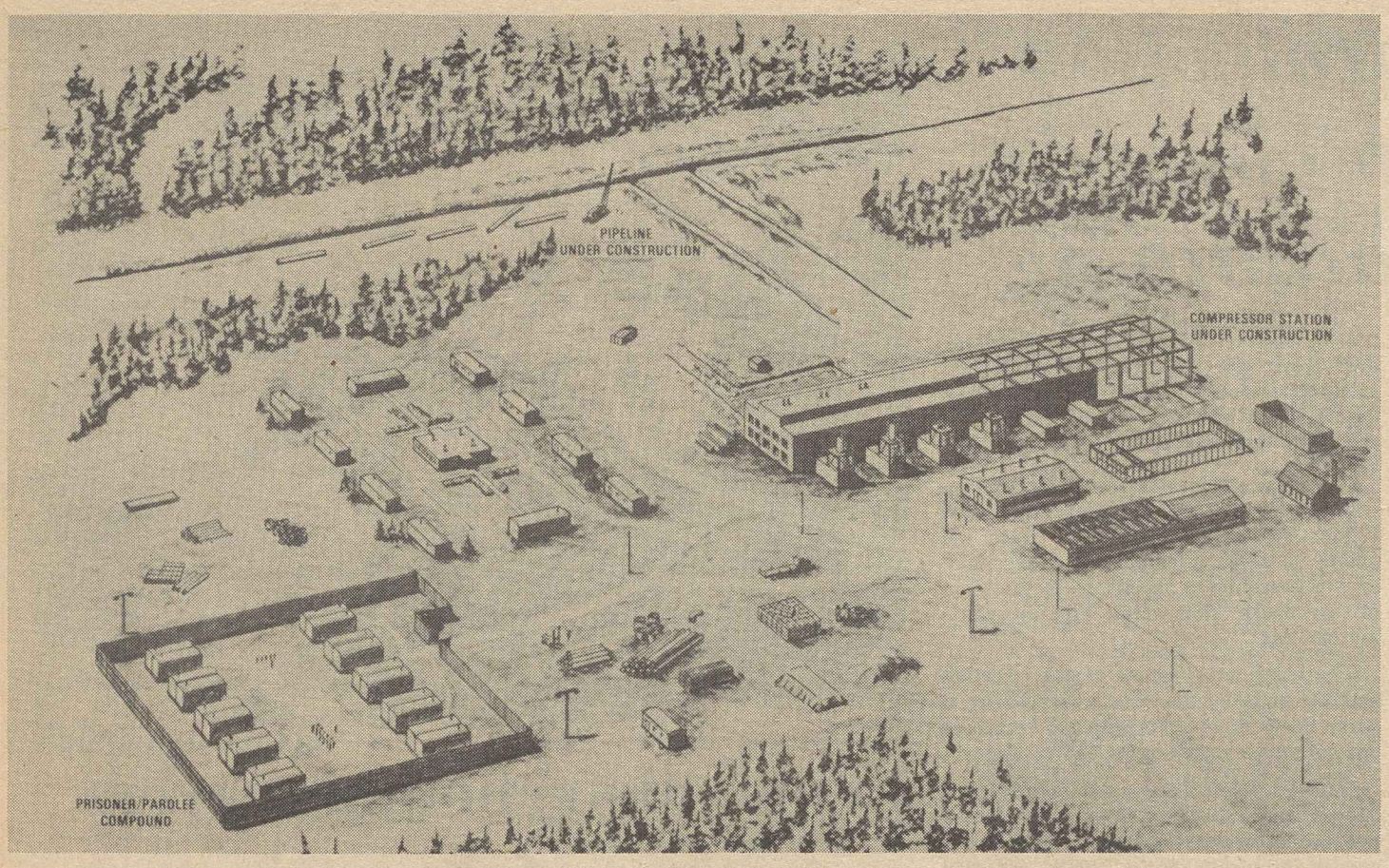
"We think that CPI-W is a better measure," said Zalusky, "because it is based on urban wage earners, while CPI-U includes retirees, executives, and the self-employed. The effect of going from the homeownership concept to the rental equivalence concept tends to reduce the awareness of the cost of interest."

The business community has urged BLS to take another look at its decision to revise the two basic CPIs at different times. It wants the government to issue a single measure at the earliest possible date. Labor generally welcomes the two-year period between revisions of the CPI-U and the CPI-W as a chance to review the indexes before deciding whether to switch from CPI-W in wage agreements.

Experimental results

Price data for 1982 offer a guide to what might happen this year with the two indexes. Last year, both the CPI-U and the CPI-W rose 3.9 percent, the smallest increase since 1972. An experimental BLS index using the rental equivalence method, however, rose 5 percent for the year as higher rent costs pushed it above the two official measures tied directly to mortgage interest rates.

Forecasts for 1983 indicate that the revised CPI-U will move at a faster pace, at least in the first half of the year, than the unrevised CPI-W.



Graphic representation from a State Dept. study on exploitation of forced labor in the USSR shows a workers' camp at the site of a pipeline compressor. The study says 1,100 such camps exist in the USSR.

Soviets still using forced labor, State Dept. reports to Congress

By James M. Shevis

The use of forced labor in the Soviet Union is a grave violation of internationally recognized basic human rights, and the world community should dedicate itself anew to eliminating such a practice, a State Dept. study declared.

In a final report to Congress, the State Dept. charged that Soviet exploitation of forced labor flouts the United Nations Charter and the Anti-Slavery Convention of 1926.

Under-Sec. of State Lawrence S. Eagleburger observed in a letter to Sen. William L. Armstrong (R-Colo.) that while Soviet forced labor practices have changed considerably since the Stalin era, the USSR continues to exploit forced labor on a large scale.

Senate hearings

Eagleburger's letter and report were in response to a congressional resolution sponsored by Armstrong, who chaired hearings of a Senate Banking subcommittee last summer investigating the charges of forced labor practices in the USSR.

"Forced labor, often under harsh and degrading conditions, is used to execute various Soviet developmental projects and to produce large amounts of primary and manufactured goods for both domestic and Western export markets," Eagleburger said.

As the department noted in an interim report last fall, forced labor in the USSR is a longstanding and grave human rights issue. The Soviet forced labor system embraces 4 million involuntary workers, of whom at least 10,000 are considered to be political and religious prisoners, in some 1,100 camps covering most areas of the country, Eagleburger said.

For nearly 30 years, the International Labor Organization—a specialized agency of the United Nations headquartered in Geneva—has investigated allegations concerning the Soviet labor practices. Soviet authorities, however, refuse to provide the ILO satisfactory responses.

Eagleburger said there is clear evidence that forced labor has been used in domestic pipeline construction but was less definite about charges that forced labor has been used in construction of the Trans-Siberian gas pipeline to western Europe. Both interim and final State Dept. reports, however, point to "a number of reports (that) suggest that forced labor was used in the difficult and dangerous site preparation and other preliminary work related to the export pipeline."

"The publicity, we believe, has made Soviet authorities sensitive to the additional problems that would attend future exploitation of forced labor on the export pipeline project," Eagleburger added.

The State Dept. study, quoting Central Intelligence Agency sources, said some of the labor camps are located along the route of the Siberian pipeline.

"The burden of proof is on the USSR," said Eagleburger, urging an impartial international investigation of the forced labor charges.

He noted that the ILO has accepted "in principle" an invitation from the Soviet All Union Central Council of Trade Unions, the official Soviet trade union apparatus, to send an on-site mission to examine charges of forced labor on the Siberian pipeline. Arrangements for the ILO visit have yet to be worked out, he said.

Unions delay Philadelphia transit strike

Philadelphia—Twelve unions postponed a strike against the transit authority operating commuter rail service in the Philadelphia area pending further negotiations.

The delay came just hours before the scheduled Feb. 14 walkout by employees of the Southeastern Pennsylvania Transit Authority (SEPTA). The rail system handles an estimated 50,000 commuters daily.

SEPTA took over the system from Conrail Jan. 1 under the Northeast Rail Services Act of 1981. Three unions—the Yardmasters, Carmen and the Transport Workers — reached agreement with SEPTA, but 12 others have not. Their leaders set the strike deadlines to protest the lack of good-faith bargaining by the transit authority.

Workforce reductions

Since SEPTA took over the service, it has reduced the number of operating trains as well as the workforce. Conrail had used approximately 1,500 workers from the 15 unions to provide the area with about 550 trains each work day. SEPTA trimmed the number of workers to about 900.

Union leaders cited two reasons for the strike postponement. Several of the negotiating unions reported sufficient progress in the past week to continue talks, and the Philadelphia City Council has stepped in with a petition to a Philadelphia court to oversee the bargaining.

During the talks, SEPTA has sought to hold wages for the former Conrail workers to or near the level paid to workers in the authority's transit divisions, where the pay is lower.

Cutting across craft lines

SEPTA also wants to change numerous work rules, particularly those having to do with jurisdiction craft lines.

The 12 unions that have yet to settle with SEPTA are the Railway & Airline Clerks, Signalmen, United Transportation Union, Maintenance of Way Employees, International Brotherhood of Electrical Workers, Machinists, Firemen & Oilers, Train Dispatchers, Sheet Metal Workers, Boilermakers & Blacksmiths, the Railway Supervisors, and the unaffiliated Locomotive Engineers.

Teleconference mobilizes Postal Workers

The Postal Workers conducted a nationwide teleconference exploring ways to combat a recommendation of the Social Security Reform Commission to phase out their civil service retirement coverage.

The APWU teleconference was broadcast from WETA-TV facilities in Arlington, Va., to 47 locations across the country where some 8,700 APWU members joined in to voice their concerns at the proposal to shift new employees to the social security system beginning Jan. 1, 1984, while learning how to combat the measure before Congress.

The two-hour program featured a brief explanation of the proposal and the union's objection to it, plus instructions on how APWU members can get the union's message across to Congress. This was followed by a question-and-answer period via telephone hook-up between the central studio and the 47 sites.

How they did it

A pre-recorded discussion of the commission's recommendation by AFL-CIO President Lane Kirkland and APWU President Moe Biller detailed how the commission's recommendations were developed.

Biller told the APWU membership, "The social security issue represents one of the most dangerous threats we have ever faced as a union, and the APWU is going to respond with the most intensive preparation as we have ever made for any legislative battle." The teleconference was designed as part of a massive "battle plan," Biller said.

Kirkland noted that he was the only commission member who opposed expanding the social security system to include federal and postal workers.

He said he had "serious reservations about the assumption that a fair method of extending it to federal employees could be devised or that the likelihood of that was sufficient to make it possible to honestly count the financial effects of that as a part of the revenue-raising methodology."

Kirkland noted the federation has taken the position in convention and Executive Council action to "oppose coverage of federal employees under social security unless certain criteria are met."

The establishment of safeguards to merit AFL-CIO support for inclusion of federal and postal workers under social security are:

- The level of pension benefits now available to government workers and their beneficiaries is not reduced.
- No additional financial burden is imposed on public employees, without a commensurate adjustment in benefits.
- The identity for government workers' retirement plans is not lost.
- The opportunity for those employees to improve their retirement systems in the future is not diminished.

"It was my position that they should not expect federal employees to embrace this as a pig in a poke without seeing the complete details and having an opportunity to have the benefits of effective representation," he said.

Kirkland noted the battle facing the federal unions is "an uphill struggle, but I think the merits of it are strong and the criteria that was set forth in the convention resolution are sound and designed to assure no system would get our support unless it absolutely assured that federal employees would at least be no worse off, and I would hope better off."

Consumer groups issue warning on Reaganomics

A review of the second year of the Reagan Administration by the National Consumers League in cooperation with other consumer-oriented organizations confirms a pattern of government withdrawal from its obligations to safeguard the health, safety and economic well-being of its citizens.

That's the conclusion of a report titled "Warning: Reaganomics Is Still Harmful to Consumers."

It documents the impact of two successive years of budget cuts on consumer programs, the weakening of food and health protections through deregulation and lack of enforcement and the added cost to consumers from these policies.

Gramm spends $600,000 on election

The Texas congressional district that sent conservative Phil Gramm to the House as a Democrat last November sent him back as a Republican in a Feb. 12 special election.

Gramm had resigned from the House after Democrats voted to strip him of his Budget Committee assignment, which he had been using as the command post for garnering conservative Democratic support for legislation that embodied President Reagan's economic program.

He won under the Republican label with 55 percent of the vote—with the help of a $600,000 campaign fund that compared with $30,000 spent by his principal Democratic opponent, Dan Kubiak. Gramm's support came from Republican-tilted suburban areas of Houston and Dallas, but he received less than a majority in 11 of the district's 14 counties, a largely rural area of traditional Democratic strength.

'Steel Mill Blues'— anthem for the jobless

Pittsburgh — The Steelworkers have kicked off national distribution of a new song, "Steel Mill Blues," sending recordings of the song to President Reagan and every member of Congress.

The USWA urged the government leaders to listen closely to the message in the lyrics that point to the fears and frustrations of 160,000 jobless steelworkers, idled by a depression in their industry that the government's own policies helped create:

What am I to do now that jobs are hard to find?

I'm so damn sick of standing in the unemployment line.

I got a wife and three children depending on this man.

I got a government in Washington who does not give a damn.

"Steel Mill Blues" was written by an 18-year-old college student, Mike Pickering of Wellsville, Ohio, as a way to "cheer up" and show support for his uncle, Bob Sullivan, who was laid off—along with nearly 5,000 other workers—with the closing of the Midland, Pa., mill where he had worked for 18 years.

What it's like

Sullivan said the song "describes what I'm going through and what the 12 million unemployed people in the country are going through . . . the worst feeling in the world when they tell you you're done. You wonder if you're ever going to work again."

He wrote about "Steel Mill Blues" to KDKA-TV where reporter Liz Miles arranged to have Pickering record it at Air Craft Communications and to have National Record Mart distribute it.

Community benefits

All commercial and professional services involved in the production and distribution of the record have been donated and all proceeds from sales of the 45 rpm record are going to community food banks that serve laid-off USWA members.

In sending President Reagan a copy of the record, Steelworkers President Lloyd McBride wrote the President that his State of the Union message was "strong on hope" but "short on the mechanisms for turning hope into reality" for the unemployed. McBride urged Reagan "to move toward a firm commitment and then to the actual economic stimulative steps that truly will put America on the mend."

USWA Sec. Lynn Williams called the record distribution and sales plan "an opportunity not only to get the message of frustration against Reaganomics to the public, but also a chance to carry on with the idea started in Pittsburgh to have all proceeds from sales of the record to go directly to USWA foodbanks."

The Steelworkers have already distributed 10,000 copies of "Steel Mill Blues" among the union's 20 district offices, and many USWA local unions are selling the record in their communities.

National Record Mart turned over one check for $15,000 to the union in January for Pittsburgh area sales of "Steel Mill Blues."

Copies of the record are available for $2 each from USWA regional offices and many local unions. Single record orders will also be filled by USWA headquarters. Checks for $2 plus $1.25 for postage and handling should be sent to USWA/Steel Mill Blues, Public Relations Department, Five Gateway Center, Pittsburgh, Pa. 15222. The department will also provide information on bulk orders.

Reagan switch opens way for first-phase jobs bill

Continued from Page 1

serves have been exhausted to continue to pay benefits.

The Reagan switch came after a broad spectrum of congressional Republicans, first privately and increasingly publicly, warned the President of the political damage resulting from his do-nothing approach to increasingly grim unemployment and apparent indifference to the hardships of the poor.

Veto threat

Just two months earlier, during the lame-duck session of Congress, Reagan had killed emergency jobs legislation with a veto threat.

The House had added a Democratic $5.4 billion jobs bill to the final appropriations resolution and the Republican Senate had adopted a smaller-scaled $1.2 billion measure.

But Reagan said firmly that he would veto any additional money for jobs and a House-Senate conference committee took him at his word and dropped both add-ons from the resolution sent to the President.

The new White House package includes some of the provisions of the Democratic bill the President had so vigorously denounced.

The President continued to insist, however, that the earlier measure was "make-work" while the new proposal merely speeded up the timetable for projects that are "needed."

There was a growing consensus on Capitol Hill for a follow-up economic recovery package, although not on its components.

Reagan said in a Feb. 16 news conference that he will send Congress "proposals for reducing long-term structural employment." But the provisions that he mentioned included only such warmed-over proposals as tax incentives for business to hire the unemployed, a subminimum youth wage which the President described as "incentives for summer youth employment" and retaining funds.

Meanwhile, Senate Appropriations Committee Chairman Mark Hatfield (R-Ore.) proposed a jobs package slightly larger than the White House version and offered reporters a theory for the President's apparent change of heart.

Hatfield suggested that the White House now accepts the fact that it must negotiate with the House Democratic leadership because Democratic gains in last November's elections have made it "less possible" to put together a winning House coalition of Republicans and conservative Democrats.

Housing costs squeeze buyers, renters

High housing costs are pricing both home buyers and renters out of the market and forcing America's families to double up, the AFL-CIO testified at Senate hearings.

Henry B. Schechter, director of the AFL-CIO Office of Housing & Monetary Policy, said a dip in interest rates and the pent-up demand after a long construction slump had brought o ynlatemporary upturn in the number of housing starts.

Now, he noted, mortgage rates give signs of moving up again and rent increases have been outpacing the overall consumer price index. With a shortage of affordable housing, "there has been a significant increase in families living doubled up."

The Senate's Housing & Urban Affairs subcommittee is holding exploratory hearings on the nation's housing problems, and Schechter warned that the situation will worsen unless more housing is built.

Housing is crucial

He urged further reduction in interest rates through Federal Reserve action to ease monetary policy. If this is not done because of fears that it would reignite inflation, "there should be resort to credit controls such as were used in 1980 to bring down interest rates quickly," Schechter said.

When that was done, he stressed, "home building rapidly rose and so did the economy in its wake."

Schechter called for the government to continue federally assisted housing construction instead of switching to an Administration-backed voucher program that low-income families could use to pay rent of existing units they can find in the market.

"A sizable expansion of demand without a matching increase in supply will increase inflationary pressure," he warned.

Schechter said an additional $15-$16 billion in budget authority for the current and next fiscal year could add 200,000 units of housing for low-income and moderate-income households. This could include housing for the elderly as well as for younger families, Indians and rural households, he suggested.

The AFL-CIO has pressed for a government program to prevent families suffering unemployment from losing their homes because they can't meet mortgage payments. The need is increasingly urgent, Schechter testified. He said the percentage of home mortgage loans in foreclosure process rose to a record high last year.

Not everyone who can't afford high-priced housing is able to move in with relatives, Schechter reminded the committee. He cited reports of growing numbers of homeless in the nation's cities and episodes such as the dispersal by authorities of a tent city that had been home to families who had come to Houston in a futile search for work.

United union way

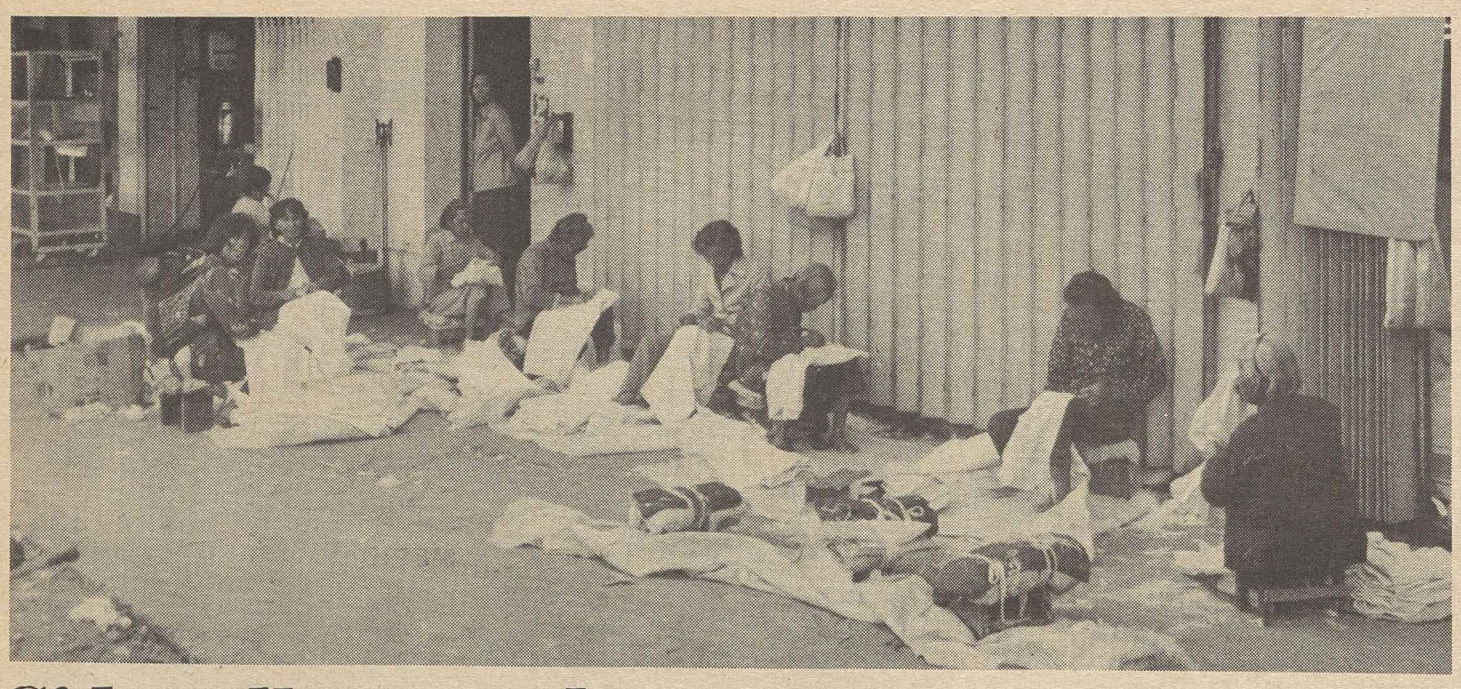
President Charles H. Pillard, center, of the International Brotherhood of Electrical Workers receives an award for his service as chairman of the United Way of the National Capital Area's International Union 1982 Campaign from Oral Suer, executive vice president of the local chapter. Despite the economic recession, international unions in the Washington area raised a record $132,710 —15 percent more than in 1981, Suer told AFL-CIO President Lane Kirkland at the award presentation.

Mediation agency names Williams to deputy post

Richard D. Williams has been named deputy director of the Federal Mediation & Conciliation, FMCS Director Kay McMurray announced.

Since 1979, Williams had been FMCS western regional director in San Francisco. Earlier he was midwest regional director in Chicago. Before joining FMCS in 1963, Williams was an international representative with the Auto Workers.

Williams, 56, succeeds Kenneth E. Moffet, who is now executive director of the Major League Baseball Players Association.



Sidewalk sweatshop

In Macao, a semi-autonomous Portuguese colony off the coast of China, the garment finishing shop is a sidewalk where elderly women and young mothers with babies work for about 20 cents an hour. Ladies' Garment Workers President Sol C. Chaikin and ILGWU Vice President Edward Schneider got a first-hand look at the colony's garment industry during a detour from an international trade union conference.

Flaws cited in plan to cut Medicare's hospital costs

An Administration proposal to change the method of reimbursing hospitals for treatment of Medicare patients has some desirable features but is too flawed to be adopted in its present form, the AFL-CIO testified at House and Senate hearings.

Social Security Director Bert Seidman told a House Ways & Means subcommittee that labor supports the concept of "prospective budgeting" as superior to the present policy of "paying hospitals whatever they spend."

Costs could rise

But he questioned the Administration's decision to apply its cost control plan only to Medicare patients and warned that the unintended result could be a switch of hospital costs to bills covered by private health insurance plans and a consequent rise in health insurance premiums.

Associate Legislative Director Robert McGlotten carried the same message to a Senate Finance subcommittee hearing.

McGlotten and Seidman also stressed the AFL-CIO's concern at a separate Administration proposal to increase the share of Medicare hospitalization costs that patients are required to pay.

The argument that health care costs can be held down by making individuals more "cost-conscious" is usually just a smokescreen for reducing benefits, they testified.

Under the Administration's "pro-competition" plan for paying hospitals for care of Medicare patients, there would be 467 fee schedules covering all of the ailments that might require hospitalization. With some slight local flexibility, all hospitals would be paid the same amount for treating a patient with the same condition. Presumably, the more efficient hospitals would profit by the arrangement and the less efficient institutions would lose out.

Bad for inner cities

The AFL-CIO testimony cited numerous concerns about such an arrangement, including the fact that inner-city hospitals, which normally treat patients whose health has been most neglected and have more complications, would be at a disadvantage. Nor would health maintenance organizations—HMOs—benefit from their pre-admission health care and the lower-than-average stay of their members.

Instead, the AFL-CIO urged, Congress should adopt a "prospective reimbursement system for all payers, public and private, with flexibility for states to design their own systems so long as they meet federally established guidelines."

The federation's testimony emphasized labor's continued support of comprehensive national health insurance but termed health containment an important goal that should be applied to all forms of health care, including physician services.

Zero Corp. unit recognizes IUE after long battle

Monson, Mass.—The Zero Corp. has decided after four years of legal battles to recognize the Electrical, Radio & Machine Workers (IUE) as the bargaining agent for its workers at the Zero East division plant here.

Management of the Burbank, Cal., based company posted a notice to its workers that it was recognizing the IUE and would not further appeal the June 29, 1982, National Labor Relations Board order that it bargain with the union.

The company's decision came after the 1st U.S. Circuit Court of Appeals in Boston unanimously upheld the NLRB order, which had cited "some 50 separate violations of the (National Labor Relations) Act" by the company.

The various company actions, including promises and threats, made a fair election impossible and contributed to a 157-116 vote against union representation, the NLRB found. It ordered Zero East to bargain with the IUE, regardless of the election results. IUE had 188 signed representation cards in the unit of 340. The unit has since grown to nearly 400, the IUE reported.

The NLRB's order also requires Zero East to stop committing unfair labor practices and rescind a stricter absenteeism/tardiness policy established after IUE had signed a majority of the workers.

AFTRA's board backs ratification of network pacts

New York—The national board of the Television & Radio Artists has recommended that AFTRA members ratify a new agreement with the broadcasting networks.

Terms of the tentative three-year contract, retroactive to November 1982, were unanimously approved by the AFTRA board, and the contract will go to the membership for a vote at meetings in key cities in AFTRA's eastern, central and western regions. AFTRA Executive Sec. Sanford Wolff said voting should be completed by mid-March.

Final ratification of the agreement, that covers all TV and radio network news and programs except dramatic prime-time, also depends on completion of negotiations with locally owned and operated stations that are going on now, AFTRA said.

AFTRA and the Screen Actors Guild will jointly negotiate a separate contract for performers in dramatic prime-time programs. The contract expires June 30.

Provisions of the tentative agreement include a 6½ percent increase in minimum scale for all programs and other fees in the first and second years and a 5 percent cost-of-living increase in the third year if the government's consumer price index rises above that amount.

Minimum weekly salaries for news employees will go from a current $750 to $800, $850 and $925 in each year of the agreement.

Substantial improvements were bargained in overtime and excess day and hour fees, rehearsal rates and fees for opening, closing and promotional announcements.

Improvements in wages and conditions were also won for singers and dancers.

For salvaging aid

Testifying in support of trade adjustment assistance, from left: Steelworkers Legislative Director John Sheehan, AFL-CIO Legislative Rep. Stephen Koplan, AFL-CIO Economist Elizabeth Jager and UAW Counsel Leonard Page.

Unions battle move to scrap Trade Act aid

Continued from Page 1

Koplan told the subcommittee that this type of assurance is necessary to fulfill the goals of the law "rather than to create a new group of working poor whose jobs were lost because of the federal government's trade policy."

Other labor-supported provisions would raise the allowance for relocation and job search from $600 to $800 and fund the program through a trust fund set up from proceeds of customs duties on imports.

The labor witnesses urged strengthening of various provisions of the bill and asked the subcommittee to consider broadening trade adjustment entitlement to employees of independent suppliers of parts and services, whose customers have been largely wiped out by imports.

Only partial remedy

Even with suggested changes, the AFL-CIO noted, the legislation would only "partially redress some of the injustices inflicted on this program in the last Congress."

Labor doesn't consider trade adjustment assistance "a substitute for a fair trade policy," Koplan said. But at least the promises made in the past should be honored, he urged.

"It is sad that we must come to Congress to plead that this body carry out its promise to provide a measure of financial, relocation and job training assistance under the original legislation.

Predictable consequence

"Particularly sad is the fact that the harm that we argued would come from this government's trade policies has come to pass," he added.

But unless Congress acts promptly, Koplan stressed, even the remaining "small measure of aid" to victims of the government's trade policies would be wiped out.

The UAW testimony expressed concern at the Labor Dept.'s administration of the trade adjustment assistance program, citing examples such as an insistence that relocation of a plant to a foreign country does not qualify workers for relief unless increased imports actually preceded the move.

As a result, Page noted, "workers making bicycle parts at a Bendix plant in Elmira, N.Y., were denied certification when the company moved the plant to Mexico and imported the bicycle parts back into the United States."

In his testimony for the Steelworkers, Sheehan warned that the nation's industrial base "is being eroded by imports" at the same time it is being "devastated by recession." The result has been "permanent job losses in areas which have provided the means of livelihood for generations of Americans."

Where job loss results from government policy, he said, Congress should provide "meaningful adjustment assistance from the time of layoff until workers can secure equivalent employment."

New pamphlets include Dartmouth College talk

New AFL-CIO pamphlets reproduce the recent speech by Federation President Lane Kirkland at Dartmouth College and the series exposing Lyndon LaRouche and his followers that appeared in the AFL-CIO News last fall.

The pamphlet on Kirkland's Dartmouth speech, titled "The Constructive Use of Government," is Publication No. 158. The News series, collected under the title "Lyndon LaRouche's Strange Cult," is Publication No. B67.

Single copies of both are available free from the AFL-CIO Pamphlet Division, 815 Sixteenth St., N.W., Washington, D.C. 20006. Prices for No. 158 are 50 cents each up to 100 and $45 a hundred in larger quantities; for No. B67 the rates are 25 cents each up to 100 and $20 per hundred.

EDITORIALS

Half a Turn

OBVIOUSLY it is far better to have President Reagan supporting an earnest if inadequate effort to put people to work and deal with some of the hardships of his economic policies than to have vital legislation stymied by vetoes and veto threats.

Many of the emergency job measures the President now embraces would have been in place two months ago if his veto warning had not intimidated the post-election session of Congress.

So the President's conversion is welcome.

Equally obviously, this nation's unemployment crisis is too serious and too long lasting to be cured by a half-loaf measure, however well intentioned.

If responsible members of Congress from both parties accept this premise, it should be possible to move ahead quickly with a somewhat enhanced "first phase" legislative package that represents a bipartisan consensus on emergency first aid for a badly damaged economy. But the effort must not end there.

Effective economic recovery calls for more than quick-acting, short-term work projects.

Fortunately, the nation's needs and the needs of the unemployed mesh. There is a pent-up demand for affordable housing that can lead to the employment of a large number of jobless or underemployed workers and send out a big ripple of economic stimulus.

There is welcome inclusion of some food distribution and humanitarian relief in the bipartisan package being shaped in Congress. But there remain huge rips in America's safety nets that call out for repair.

Families that are temporarily down, but not out, need protection from mortgage foreclosures and continuation of health insurance lost through unemployment, not just soup kitchens and emergency shelters.

IT WON'T be all bipartisan accord and consensus in shaping a recovery program, nor is there any compelling reason why it should. The time for compromise—on both sides—isn't always before the issues and differences have been clearly defined.

As of now, the Reagan White House is talking in terms of more "incentives" for employers to hire and train workers.

That's not going to get America back to work, no way.

When there is work to be done, employers don't need tax credits as an incentive for doing what they would do anyway. Trickle-down prosperity hasn't worked. It's time to give trickle-up a chance.

It's too much perhaps to expect this Administration to embrace the change of course that the American people clearly seek. But perhaps, at least, it can accept it.

Salt in the Wounds

BY PROPOSING to abolish the last vestiges of the trade adjustment assistance program, the Administration is rubbing salt into the wounds of workers whose jobs have been wiped out by the increased imports resulting from the government's open-door trade policies.

Over the past two years, shamefully with the concurrence of Congress, the Reagan Administration has breached the compact written into the 1962 Trade Act and renewed with every revision of the law since then. It substantially cut back the special assistance for import victims, reducing cash payments to the level of state unemployment insurance.

At the same time the Administration is seeking to junk the program entirely, President Reagan has renewed his request to Congress to enact the balance of his Carribbean Basin Initiative plan, which would in effect subsidize more job-destroying imports into the United States.

Trade adjustment assistance was never a substitute for jobs. But it stretches the boundaries of outrage for the White House to advocate further job-destroying trade policies in the same breath that it seeks to do away with the program set up to help the victims.

'Wanna Save Some Money?'

Washington Window

Job training no substitute for needed jobs creation

By Press Associates, Inc.

As almost everyone knows, job training only works if there are jobs available at the end of the training. So, while top priority should go to the current push for job creation programs, training also has a role to play in achieving economic growth once again.

Unfortunately, the Reagan Administration has been portraying training for jobs as a kind of wise alternative to federal programs to create jobs now.

With this in mind, it is useful to examine the federal job training program enacted by Congress last fall to replace the Comprehensive Employment & Training Act (CETA). The new Job Training Partnership Act (JTPA) has good potential, but also contains some serious flaws.

The Administration's proposed funding level—$3.5 billion for the fiscal year beginning Oct. 1—is inadequate, and less than current funding.

For the current fiscal year, Congress appropriated $3.7 billion for training, about twice the amount requested by the Administration. In fiscal 1981, the last pre-Reagan year, about $5 billion was provided for training under CETA programs.

A positive feature of JTPA is that, for the first time, the displaced or dislocated worker is singled out for meaningful assistance. The Administration has asked for $240 million in federal matching funds for retraining, job search and relocation assistance for workers.

Inadequate funding

Although the Administration plays up the fact that its proposed funding is 10 times more than the $24 million allocated for dislocated workers this fiscal year, it is still woefully inadequate.

The Congressional Budget Office estimated that this year the number of displaced workers is likely to exceed 2 million. Under the Administration budget, only 96,000 of these workers would receive training in the coming fiscal year. The AFL-CIO said JTPA is "only a start."

Also under JTPA, the Administration proposes $1.9 billion in block grants to the states for training the long-term unemployed.

By the Administration's own estimates, nearly 7 million of today's jobless are "structurally" unemployed, meaning they cannot expect to find employment during an economic upturn unless they receive specialized training.

Most left out

When President Reagan said in his State of the Union message that JTPA would provide "training for over one million Americans annually," he failed to mention that this is only one out of seven of the nation's "structurally" unemployed.

But the proposed funding level isn't the only potential problem with JTPA. Congress shifted much of the responsibility for planning and running local job training programs from cities, counties and unions, as under CETA, to governors and business.

Local Private Industry Councils (PICs), which will direct the programs in cooperation with local officials, must have a majority of business members. Still, labor is to be represented on the PICs and at the state planning level.

The Administration's fiscal 1984 budget proposals would reduce by $500 million, or 12 percent, overall spending for employment and training programs.

The Work Incentive Program, which now provides $271 million in job training for welfare recipients, would be eliminated as would the Trade Adjustment Assistance program for workers displaced by imports.

Job training is a vital part of what must be a massive national effort to reduce jobless levels, but training is no substitute for direct, immediate job creation. Jobs are needed now.

AFL-CIO news

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Vol. 28, No. 7 SATURDAY, FEBRUARY 19, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
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MEMO FROM COPE

The Other Side of the Looking Glass

On Jan. 20, 1981 this nation was led through the looking glass.

With the inauguration of Ronald Reagan, a whole new world was revealed. Up traded places with down (that is, all the time the economy was pointing down, we were told things were looking up).

What had been thought good became not good, and we were instructed that nearly 40 years of mostly prosperity and great progress and success in dealing with problems of working people and needy people had brought the nation to the brink of failure.

Public discussion was shifted by the Reagan Administration from how much a nation as strong as ours and rich as ours *can and will do* to make life a little more tolerable for the weak, the jobless and the poor to how much it *can't and won't do.*

In other words, we had been at our worst when we thought we were at our best. A program was introduced and enacted to correct this wrong-headedness by trying to convince us that it was the other way around—we are at our best when at our worst.

This was expressed by the administration's tactic of *taking* from workers and the poor with one hand, while *giving* to corporations and the wealthy with the other. It *cut* food stamps, for example, and some forms of unemployment compensation (at the outset, extended benefits and special aid for workers displaced by imports) and handed billions of dollars in tax breaks to business and rich individuals.

It told us inflation was the nation's most dangerous enemy, so it fought the foe with policies that helped drive more than 4 million additional workers onto the jobless rolls in just two years.

It took government "off the backs" of business by wiping out regulations that had protected workers and consumers, but put government *on* the backs of average Americans of the present and the future by saddling them with $200 billion federal deficits that make the deficits of the Administration's "tax and tax, spend and spend" predecessors look like small change (the last Carter deficit was in the range of $55 billion).

All the while, the Reagan Administration invoked the nation's "traditional values" as if vengeance against the weak and solicitude for the strong were among the most cherished of them.

This became known as the "Reagan Revolution." It ended with election day, Nov. 2, 1982, but its damage will linger for years, because ground lost is not often easily or quickly regained.

This President in his Wonderland blames *all* present economic problems on the "wild spending" of his predecessors (among them, Republicans Eisenhower, Nixon and Ford) and *none* on his own policies. But it's ironic that the nation's deepest recession and greatest economic peril in more than 40 years did not arise from feeding the hungry, attending the sick, housing the ill-housed, training the untrained, cushioning the unemployed and the elderly, opening up educational opportunities for our youth.

The peril arrived with the election of an Administration that decided doing these things cost too much, but turning over billions of dollars to corporations and the rich cost nothing. This idea hasn't panned out.

Reagan was perhaps unaware, or had forgotten, what led to programs he has gone about repudiating. Many other Americans perhaps had forgotten, too. Maybe one example will restore memory.

Take food stamps—which Reagan has cut drastically and would choose to cut further. He's had a joy ride whacking away at food stamps and reciting horror stories about the abuses in the program and about the tremendous growth in its cost.

Food stamps came in as a pilot program in 1965 under Lyndon Johnson, at first serving 633,000 persons in communities scattered around the country. It grew into an enormous program serving nearly 20 million Americans because there was a need for it. Its spread was spurred by a Field Foundation study that shocked the conscience of the nation. In 1967, physicians who conducted the study testified to Congress:

"Wherever we went and wherever we looked, we saw children in significant numbers who were hungry and sick, children for whom hunger is a daily fact of life, and sickness in many forms an inevitability. The children we saw were more than just malnourished. They were hungry, weak, apathetic.

"Their lives are being shortened. They are visibly and predictably losing their health, their energy, their spirits. They are suffering from hunger and disease, and directly or indirectly, they are dying from them—which is exactly what 'starvation' means."

Again in 1977—10 years later—a second Field Foundation study found "far fewer grossly malnourished people in this country and many fewer children with the swollen stomachs and the dull eyes and poorly healing wounds characteristic of malnutrition."

They concluded the food stamp and other federal nutrition programs were responsible.

Yet, in a speech last fall to the National Black Republican Council, Reagan argued that what he calls the "binge" in social spending for programs like food stamps has crippled the economy by "eating away at the underpinnings of the free enterprise system." (It also, he said, "threatened the character of our people.")

He pins the blame for the double-digit inflation of the last two Carter years and for high unemployment on the cost of these social programs and, from that other side of the looking glass, manages to ignore the soaring oil and other energy costs that were credited with causing 4-5 inflationary points. (A barrel of Saudia Arabian light crude oil, as one example, zoomed from $1.80 in 1970 to the present $34 level.)

The President also gives a topsy-turvy picture of the impact of social programs on the extent of poverty in the nation. He claims Great Society and other social programs brought "economic progress for America's poor . . . to a tragic halt."

Yet, Census Bureau statistics argue against his conclusion. In 1981, they show, 14 percent of American citizens lived below the poverty level. In 1959, that figure was 22 percent. In 1969, after the Kennedy-Johnson years and their anti-poverty programs, it had dipped to 12 percent.

Perhaps it is true that "the poor are always with us," but why punish those who are and why create more of them while you're simultaneously shifting billions to the wealthy? Here's the Reagan Administration clobbering social programs in the same new budget proposal that points out the President's tax cuts have "reduced revenues as projected under current economic assumptions by more than one trillion dollars over 1984-88."

That tax cut presented—for the 1983 tax year—$120 to a family whose income is $10,000 and $15,250 to a family earning $80,000—almost 130 times as much for the family that already has so much. Nobody's going to clamber out of poverty or near-poverty on the strength of an extra $120 a year.

Not opening up that trillion dollar tax hemorrhage could have saved a lot of grief—like Reagan's proposed 9 percent food stamp reduction; his 8 percent child nutrition cuts; his 6 percent slashes in secondary and higher educational aid; the 30 percent whack out of low-income home-heating assistance; the 12 percent lopped off summer youth employment programs; the 5½ percent slice out of Aid to Families with Dependent Children; the proposed shift of nearly $60 billion of Medicare and Medicaid costs over the next five years to the ailing and the aged. (All these on top of cuts already made in the first Reagan budget.)

There might have been no need to turn the screws on the disabled and drop 300,000 from social security disability rolls, with another 250,000 projected for dumping this year.

And for the many millions of unemployed, how much might have been done—quickly—with the funding Reagan kissed off in his tax program.

The farce of the Administration's new budget is that—for all the cutting that's been done and is proposed—a deficit in the range of $200 billion is foreseen. And if there's one promise Reagan the candidate made time and again, it was that Reagan the President would balance the budget within a few years of taking office as a fundamental step toward economic health.

What with things as they are on the other side of the looking glass, maybe the next thing we'll hear will be the President claiming enormous deficits are just the tonic we need for recovery.

Whatever Happened To Corporate Taxes?

President Reagan's recent off-the-cuff statement that corporate income taxes are "hard to justify" touched off a mini-storm, and the administration backed away. But the fact is, corporate taxes seem to be on the way out, anyway.

In fiscal 1977, the corporate tax provided 15.44 percent of federal revenue. In fiscal 1982 the percentage slumped to 7.97, thanks to Reagan tax changes in 1981. This amount, too, will diminish in the years ahead.

Many firms, which take shrewd advantage of tax breaks, already pay nothing to the government. The 46 percent statutory rate is a laughing stock for almost all *businesses with income over $100,000. The big oil companies for years, even with enormous profits, have been paying a lower percentage than individuals earning $10-15,000.*

Disputing Reagan

Nobody knows just who President Reagan has in mind when he talks about how the "truly needy" are not hurt by his budget cuts, but he's got plenty of challengers to the claim.

The Children's Defense Fund, for one, charges already enacted cuts, plus those proposed in the current budget, will slash spending by $12.5 billion for poor and crippled children and their families. The fund says Administration claims that it is only curbing the rate of increase *of programs for the needy are flat out untrue.*

It says, "Without Reagan Administration changes in program levels and eligibility . . . federal budget authority for 20 key poor-people and children's programs would have been $67.4 billion in fiscal 1984, but if he gets what he wants, it will be only $54.95 billion."

Among the programs: Aid to Families with Dependent Children, Medicaid, food stamps, child nutrition, compensatory education, education for the handicapped, maternal and child health, Head Start.

Stockman Tells All

Budget Director David Stockman made an admission recently, one which his President has never made—at least publicly.

Stockman told the press that too little notice was given the tight-money policy the Administration encouraged—indeed, at first insisted upon—to fight inflation. Said Stockman:

"The whole economy was cut down in the process of trying to disgorge this inflation. . . . It really happened in a big way. It threw all calculations off, all projections off."

Too, Stockman acknowledged how far the Administration has fallen short of goals—even while the President again hails what he claims are signs of recovery. Says Stockman, writing in the fiscal 1984 budget proposal, the projections "vary substantially from the path envisioned in the original economic and budget plan."

What he's saying with that jargon is this is the year the Reagan Administration had promised to balance or almost-balance the budget, and that they're off by a little matter of $200 billion.

AFL-CIO news

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VOL. 28, NO. 8
FEBRUARY 26, 1983

LEGISLATIVE ALERT!
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Council spells out program of job creation, tax fairness

International solidarity

The Executive Council is briefed on the worldwide activities of the International Confederation of Free Trade Unions by ICFTU Gen. Sec. John Vanderveken. At the meeting in Bal Harbour, Fla., discussing the AFL-CIO's role in the confederation are, from left, Sec.-Treas. Thomas R. Donahue, Vanderveken, President Lane Kirkland and Vice President Barbara Hutchinson.

Economic plan charts full employment road

By John M. Barry

Bal Harbour, Fla.—A major national effort to provide jobs for the unemployed and ease the suffering brought on by the Reagan recession was pressed by the AFL-CIO Executive Council at its winter meeting here.

A council statement spelled out the ingredients of the AFL-CIO's "Economic Program for Jobs and Fairness," which it said would "put us on the road to full employment" by generating some 900,000 jobs this year and 1.8 million in 1984.

"Needed public services would be expanded," the council said, and "planned public works would be built, low- and moderate-income housing constructed and rehabilitated, more youth trained and placed in jobs and displaced workers assisted."

The package also calls for a new program of extended unemployment insurance to give longer support for the jobless, health insurance protection for the unemployed, and mortgage and rent payment relief for jobless workers faced with foreclosure or eviction.

The council called the token jobs program proposed by the Administration "recognition of the serious problem of unemployment," but only "a small first step."

AFL-CIO President Lane Kirkland, at a news conference following adoption of the council's statement, said of the jobs measure taking shape in Congress: "We'll accept anything that is offered that promises to help anyone at all. But we are not satisfied; we will not be satisfied with that, and we continue to press for our full program."

Recovery costs

The total program would require a supplemental appropriation of $22.5 billion in fiscal year 1983 and increase the projected 1984 deficit by $4 billion to $10 billion. But both of these figures would be reduced somewhat by the effects on the budget of employment gains.

And the 1983-84 stimulus programs would produce reductions in the federal deficit of $100 billion in 1985 and $150 billion in 1986, the council estimated.

The council's economic program incorporates recommendations of the AFL-CIO Committee on Defense that increases in military spending over the next several years be held to a range of 5-to-7 percent, with a number of council members urging that the limit be the lower end of that

Continued on Page 3

House panel asks extension of jobless aid

A House Ways & Means subcommittee voted to go beyond Reagan Administration half-measures and expand the supplemental unemployment insurance program.

The federally funded program, which is scheduled to expire on Mar. 31, now provides from eight to 16 weeks of benefits for persons still unemployed after their state payments have run out. The number of weeks of entitlement is linked to the insured unemployment rate in the state.

Under the Administration proposal, the supplemental program would be extended, but workers who have already used up their benefits would not be eligible for any additional weeks of payments. For those newly qualified, eligibility standards would be tightened so as to reduce the number of participants. A voucher plan would be injected into the program to encourage employers to hire the long-term jobless. In effect, it would let them pocket the unused unemployment benefits of workers they hire.

Instead, the subcommittee approved a proposal by Subcommittee Chairman Harold Ford (D-Tenn.), which would take effect on Apr. 1, 1983, when the present program expires.

It would provide additional weeks of

Continued on Page 6

Equitable funding plan urged for social security

Bal Harbour, Fla.—The social security system can be strengthened without weakening the separate retirement program for federal and postal employees, the AFL-CIO insisted.

An Executive Council statement affirmed the federation's commitment to social security as "the cornerstone of our national retirement system."

It promised that the AFL-CIO will pursue "a constructive role" in shaping legislation to "deal responsibly" with social security's financial difficulties. And it endorsed all but one of the consensus recommendations of the National Commission on Social Security Reform.

Labor's dissent is on the commission's proposal to cover newly hired postal and federal workers under social security instead of including them in the existing Civil Service Retirement System.

The mandatory coverage is being proposed solely to bring revenue into the social security program, the Executive Council noted, without concern for the effect this might have on the current and future pension rights of federal sector workers.

Until these unanswered questions are resolved, the council said, action on that recommendation should be deferred.

The AFL-CIO proposed instead that the employer share of the social security payroll tax be applied to a company's total payroll, not just the wage base on which the employee share of the tax is levied.

More productive

"This would bring in more revenue than covering federal and postal employees," the council noted.

At Senate Finance Committee hearings in Washington a day after the council action, AFL-CIO Legislative Director Ray

Continued on Page 2

Defense spending restraint sought

Bal Harbour, Fla.—The AFL-CIO called for a substantial cutback from the 9-10 percent annual increases in defense spending proposed by the Reagan Administration over the next several years and warned that savings in the defense budget should not be sought through pay freezes for the armed forces or civilian personnel.

The Executive Council also renewed its call for a special surtax on corporate and individual income to pay for real increases in defense spending.

These were the three specific recommendations of the AFL-CIO Committee on Defense approved by the council as it received an interim report of the committee.

The council accepted the committee's finding that "taking into account the security, economic and budgetary realities . . . increases in defense spending in the coming years can and should be held within the range of 5 percent to 7 percent a year in real terms, without being detrimental to national security."

Some for less

The report noted that a number of council members "have expressed the strong opinion that the increase should be held to the lower end of this range or below."

On the Administration's proposals to achieve defense budget savings from its earlier projections by freezing pay and cost-of-living adjustments, the council agreed with the committee's assessment that "pay freezes, whether military or civilian, are not the way to achieve defense savings." It warned that such freezes can "adversely affect morale, as well as the recruitment, readiness and retention of military personnel."

On the surtax, the council proposed that it be levied, starting in July 1984, "on the corporate and individual income tax plus the income of the wealthy currently sheltered from taxation," at the rate of ap-

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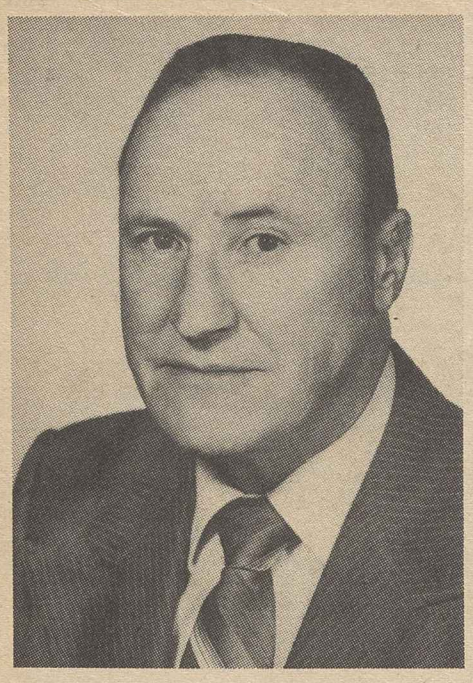
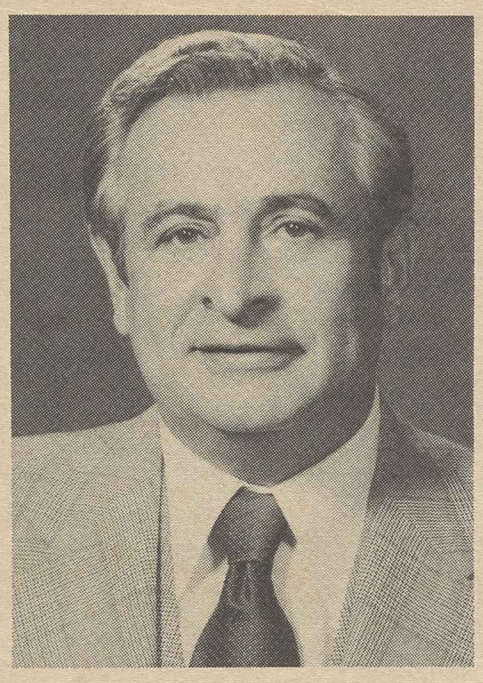
The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

2/26/83



WILLIAM H. BYWATER



MARVIN J. BOEDE

PATRICK J. CAMPBELL

Heads of three unions elected vice presidents of federation

Bal Harbour, Fla.—Three new AFL-CIO vice presidents were elected by the Executive Council to fill vacancies caused by death and retirement. In each case, the new council member is from the same union as his predecessor.

William H. Bywater, president of the Electrical, Radio & Machine Workers, was elected to succeed David J. Fitzmaurice, who died Nov. 12.

Marvin J. Boede, president of the Plumbers & Pipe Fitters, replaces the late Martin J. Ward.

Patrick J. Campbell, president of the Carpenters, was chosen to succeed William Konyha and will take his seat when Konyha retires from the council at the conclusion of the current meeting.

Bywater, 62, became IUE president on Nov. 17, 1982, following Fitzmaurice's death. Before that, he had been secretary-treasurer of the union since Jan. 1, 1981.

Bywater became a union member in 1941 when he went to work for Ford Instrument Co., a division of Sperry Rand, at Long Island City, N.Y. After holding a number of offices in IUE Local 425, including seven years as president, he became chairman of the IUE-Sperry Rand Conference Board in 1961. He became a vice president of the union in 1968 as president of IUE District 3 embracing New York and New Jersey.

Boede, 54, became president of the Plumbers & Pipe Fitters last Oct. 14 after Ward died unexpectedly. He was initiated into Milwaukee Local 601 as an apprentice in 1951 and became a journeyman in 1956. After serving in a number of local union offices, including vice president, Boede became a business agent of Local 601 in 1964 and four years later was elected business manager.

Boede was appointed an international representative of the union in 1975, assigned to Michigan. He moved to the union's Washington headquarters in 1977 when he was appointed assistant general president at Ward's recommendation.

Campbell, 64, became President of the Carpenters last Jan. 1, effective with Konyha's retirement from the post. He is a native of New York City and joined Carpenters Local 964 in Rockland County, N.Y., following World War II service in the Army Air Corps. He was elected president of the local in 1954.

Campbell became an international organizer for the Carpenters in 1955 and two years later was named a general representative. In 1966, he was appointed an assistant to the late Maurice Hutcheson, who then headed the union.

He was elected to the international executive board in 1969, representing District I, and five years later was named second vice president of the union. He became first vice president in 1980, a post he held until he became president of the Carpenters at the beginning of this year.

Mid-East peace keyed to secure Israeli borders

Bal Harbour, Fla.—The AFL-CIO Executive Council expressed strong support for a "free and independent" Lebanon from which all foreign troops have been removed, but stressed that it is "unreasonable" to expect Israel to withdraw without assurances its borders won't be vulnerable to attacks from southern Lebanon.

The council said it was disturbed by statements from the Reagan Administration suggesting that the chief obstacle to withdrawal is Israel even though the Syrians have not agreed to pull out and pockets of Palestine Liberation Organization forces still remain in Lebanon.

The real block to peace in the area is the continuing "refusal of Arab governments, except Egypt, to recognize Israel's right to exist"—coupled with the refusal of Jordan's King Hussein to actively enter the peace process, the council observed.

Weakened resistance

That Arab "intransigence" is delaying serious negotiations on Palestinian autonomy and weakening the Arab nations' ability to resist the spread of Arab "extremism," the council's statement said.

The AFL-CIO reaffirmed its position that peace and resolution of the Palestinian question can only come "through serious negotiations between Israel and her Arab neighbors, with American help" that result in secure borders for Israel.

The council also said the report of the Israeli commission investigating that country's responsibility for the massacre in Beirut—which held that the government failed to act to prevent the killings by Lebanese extremists—"dramatically testifies to the vibrancy of Israeli democracy and underlines the political values at stake."

There has been no similar self-criticism and internal public debate in Lebanon, the council observed, adding "those directly responsible for the massacre, the Christian Phalangists, have displayed shocking moral indifference to this atrocity."

Funding hike supported for social security

Continued from Page 1

Denison said the proposal met the test of equity as well as revenue. As it stands now, he noted, the employer portion of the social security tax takes less of a bite than the tax paid by workers. An employer can deduct the tax as a business expense while employees are not allowed to deduct it.

Denison and AFL-CIO Social Security Director Bert Seidman also expressed the federation's concern with a proposal that split the bipartisan consensus of the social security commission. Its Republican-appointed members supported phasing in a higher retirement age under social security, starting in the year 2000.

Raising the retirement age amounts to a reduction in benefits, the labor witnesses testified. They noted that raising the normal retirement age from 65 to 66, with the possibility of further increases thereafter, would also compel additional reductions in benefits for those who find it necessary to retire at 62.

Hardship on workers

The Executive Council said the AFL-CIO is "unalterably opposed" to any rise in the eligibility age for social security retirement. "This would break faith with younger workers and would work a particular hardship on the majority of workers forced out of the labor market because of poor health and inability to find jobs," the council declared.

At the Senate hearings, Denison noted also the impact of a higher social security retirement age on private pension plans with benefit structures that take into account anticipated social security payments.

The AFL-CIO testimony urged a "fail-safe" provision to assure that payment of social security benefits would not be endangered by economic swings, such as the severity of the present recession. The council urged temporary general revenue financing in such emergencies.

The council statement also asked that the Social Security Administration be given independent agency status "to insulate it from political manipulation" with rights of beneficiaries written into law.

Other features

The consensus recommendations on social security funding supported by the council included advancing the date of a scheduled rise in the social security tax rate—with a one-time tax credit to offset the loss in take-home pay. Other features included a higher social security tax on self-employed persons, partly offset by a tax deduction, and a one-time six-month delay in the cost-of-living adjustment. It also provides for higher-income retirees to pay income tax on one-half of their social security benefits, representing the employer contribution.

AFL-CIO President Lane Kirkland, who served on the commission, supported those revenue-raising measures as the way "to make the program secure for present retirees and future generations of workers."

Deceased council members lauded for service to labor

Bal Harbour, Fla.—Four former AFL-CIO vice presidents who died in recent months were memorialized by the federation's Executive Council.

The council called former Ladies' Garment Workers President David Dubinsky, who died Sept. 17, 1982, at the age of 90, "one of the giants of American labor."

Dubinsky, the council said, was "one of the most innovative thinkers ever to apply himself to workers' needs in pension and welfare," and was a pioneer in urging trade unions to become deeply involved in legislation, political action, public relations and union staff training.

The council praised former Electrical, Radio & Machine Workers President David J. Fitzmaurice for his contributions to the advancement of collective bargaining and particularly to coordinated bargaining.

Fitzmaurice's death Nov. 12, 1982, at age 69 deprived the cause of trade unionism of "a tireless proponent of economic justice," the council said.

Former Carpenters President Maurice A. Hutcheson was "an indispensable architect" of the growth and achievements of his union, the council declared.

Hutcheson made "memorable contributions" to the eventual merger of the AFL and CIO, and to the cause of craft cooperation during his leadership of the AFL-CIO Building & Construction Trades Dept., the council said. Hutcheson, 85, died Jan. 9.

With the death of former Plumbers & Pipe Fitters President Martin J. Ward Oct. 9, 1982, at 64, the council lost "one of its wisest and most respected voices," the statement observed.

Ward was "one of the most knowledgeable and forceful proponents of the apprenticeship system," and he extended his influence "and deep sense of trade unionism" world wide in his work as chairman of the council's international affairs committee, the statement said.

Patrick Tyson appointed to No. 2 post at OSHA

Patrick R. Tyson has been named deputy assistant secretary for occupational safety and health at the Labor Dept. He succeeds Mark Cowan, who became chief of staff for Labor Sec. Raymond Donovan in October.

Tyson joined the Labor Dept. in 1973 as a lawyer in the solicitor's office and later headed OSHA's federal compliance and state programs.

Pollution

Council presses job-creation program

Continued from page 1

range or below. This compares with Administration proposals for defense spending increases of 9-to-10 percent a year. **(Story, Page 1.)**

The lower rate of increase would result in cuts of $3 billion to $5 billion in defense outlays and up to $14 billion in military authorizations in 1984 plus savings of $23 billion to $47 billion in outlays and $78 billion in authorizations over the ensuing three years, according to the Congressional Budget Office.

Also part of the economic program is the defense committee's recommendation that any increase in real spending for defense be paid for with a surtax on corporate and individual income.

The council urged Congress to reject the Administration's proposal for some $19.4 billion in further budget cuts for non-defense programs, such as job training, education, housing, Medicare, Medicaid, food stamps and child nutrition. It also rejected the President's announced plan to achieve defense savings by freezing the pay and cost-of-living benefits of the armed forces and civilian employees of the Defense Dept.

Policy approval

Approval of the economic program and the recommendations of the defense committee were the major policy actions taken by the council at its early sessions.

The meeting opened with memorial tributes to two federation vice presidents, Martin J. Ward and David J. Fitzmaurice, and two retired council members, David Dubinsky and Maurice Hutcheson, all of whom had died since the council's August meeting. In another statement, the council noted with sadness the recent death of Otto Kersten, who had been general secretary of the International Confederation of Free Trade Unions since 1972.

To fill the two vacant vice presidencies, the council elected William H. Bywater, who succeeded Fitzmaurice as president of the Electrical, Radio & Machine Workers, and Marvin J. Boede, who became president of the Plumbers & Pipe Fitters following Ward's death.

A retirement

In addition, Patrick J. Campbell, who became president of the Carpenters on the retirement of William Konyha last Jan. 1, was chosen to succeed Konyha as an AFL-CIO vice president upon Konyha's retirement from the council at the end of the current meeting.

John Vanderveken, who succeeded Kersten as general secretary of the ICFTU, was introduced to the council by Kirkland and reviewed the organization's progress since the reaffiliation of the AFL-CIO.

Another guest was Sen. Alan Cranston (D-Calif.), who as a candidate for the Democratic presidential nomination exchanged views with council members in an hour-long discussion. Another prospective candidate, Sen. Ernest Hollings (D-S.C.), was scheduled to meet with the council at a later session. Two others, Senators John Glenn (D-Ohio) and Gary Hart (D-Colo.), appeared at the council's meeting in New York last August.

The meetings with candidates are part of a program initiated by Kirkland to sound out prospective candidates and give them an opportunity to present their case to federation leaders in preparation for a decision on a pre-primary endorsement by the AFL-CIO next December.

International affairs

Besides the interim report of the defense committee presented by Vice President John H. Lyons, the council heard a report by Vice President Thomas W. Gleason, who succeeded Ward as chairman of the committee on international affairs, and by Irving Brown, director of the AFL-CIO Dept. of International Affairs.

Economic Research Director Rudy Oswald presented an analysis of the current state of the economy in advance of the council's action on its economic program.

In other statements involving economic and social issues, the council called for congressional action to establish a fair trade policy, urged re-establishment of authority for selective credit controls to help bring down interest rates, and endorsed all but one of the recommendations of the National Commission on Social Security Reform, urging specific protections for federal and postal employees before social security coverage is broadened to this area.

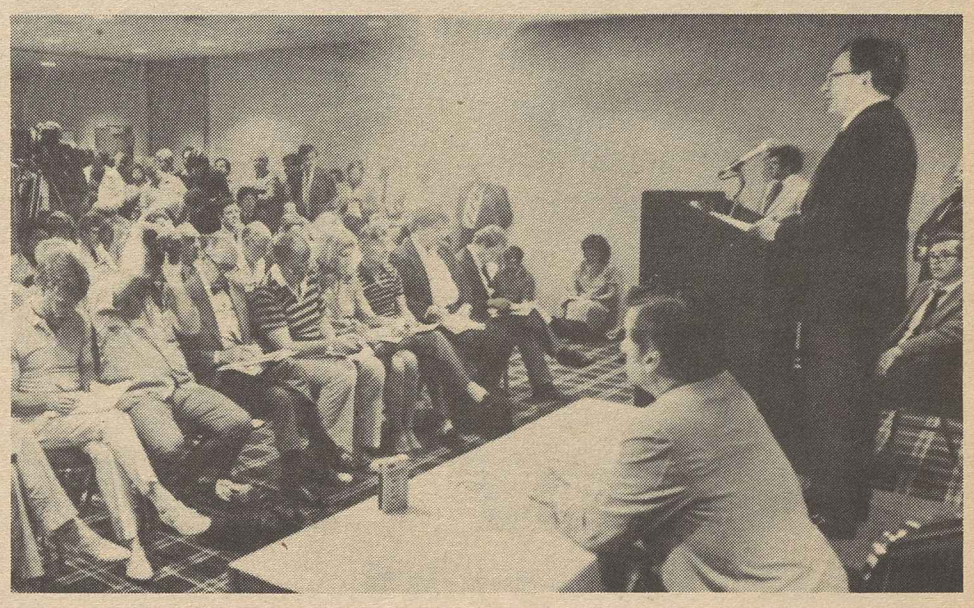
On international matters, the council adopted statements dealing with events in Poland, the Middle East, Suriname and South Africa, and on the forthcoming 1983 economic summit conference.

Tax measures

The statement on the council's economic program outlined a series of tax reforms to help pay for the new job initiatives and the preservation of existing social programs. The council called specifically for a $700 cap on the individual income tax cut slated for fiscal 1983 along with the repeal of future indexing of tax rates. It also urged the closing of a number of loopholes that benefit particularly wealthy individuals and corporations.

A background paper accompanying the statement presented detailed proposals for job-creating measures and aid to the unemployed:

- A large-scale community development jobs program to be fully funded by the federal government for jobs on local government payrolls.



Lane Kirkland fields reporters' questions between council sessions.

- An expanded program of accelerated public works, building on the start made by the Surface Transportation Assistance Act of 1982.
- A program to support construction of 170,000 new housing units a year.
- Expansion of the Job Corps, establishment of a new youth conservation corps. and other employment and training projects to alleviate the special problems of jobless youth.
- Supplemental funds allocated under the new Job Training Partnership Act's program to help workers hit by plant closings and major layoffs, developing a variety of pre-layoff assistance and services as well as training to help these workers move back into regular jobs.
- A new permanent program of supplemental unemployment benefits with a maximum duration of at least 65 weeks to meet the needs of the long-term jobless, including more than 5 million who have exhausted their regular benefits.
- A federal program to assure health care coverage for jobless workers and their families, most of whom lose their insurance protection within a month after layoff yet are denied Medicaid assistance because they have not been poor long enough to meet state eligibility criteria.

On recovery

Kirkland, in response to questions raised by reporters at his news conferences, commented on a variety of topics:

- On the prospects for recovery from recession, "I don't expect any long-run improvement in the economy, absent a significant change in the policies that are driving it. . . . There will probably be some indicators that are going to show some recovery. The question—the real question—is its extent and durability."
- Persistence of the unemployment rate above 10 percent over the next two years as the Administration projects would leave the country in a "recession-depression, and there would be no recovery. I don't think you can have any sort of a recovery or any improvement in the health of this country based on massive unemployment . . . Unemployment doesn't breed recovery; it breeds further unemployment."

Labor will be heard

- Labor's endorsement of a candidate for the presidency will be made with the hope that it will have a major effect on the outcome. "If we did not feel that it might or that our role in American political life was not important, then it would hardly be worth the effort that we put into it. I'm under no illusion that we can, or ought to, dominate American political life. . . . The political process in a democracy is a chorus of voices. We simply want to make absolutely certain that not only the sopranos and the altos but the basses and baritones are in that chorus as well, so that we have the proper degree of harmony and it is not tilted in favor of interests that are hostile to working people."
- "The Administration has effectively shattered what had emerged as a consensus in this country in support of an increased defense effort. It shattered it by exempting the rich from any share of that burden of cost by giving them an enormous and irresponsible tax cut, stripping the coffers of this country of the revenues needed to support a defense effort as well as other responsibilities of the government, and imposing that heavy burden on the least privileged in our society by dismantling programs that had been developed over the years to give them some helping hand, to give them a break in life, an opportunity to get schooling and a job, and to relieve their distress in times of suffering."

Tighter limit urged on defense spending rise

Continued from Page 1

proximately 3 percent in its first year. This would raise about $11 billion to $15 billion, the council estimated.

The Committee on Defense said in its report that holding defense spending to real growth rates of 5-to-7 percent a year would reduce actual outlays by $3 billion to $5 billion and spending authority by $3 billion to $14 billion for fiscal year 1984.

"A strong national defense can only be sustained by a strong national economy and by budgetary policies that fairly distribute the defense burden," the committee declared. "In the absence of such policies, defense spending cannot enjoy broad political support.

Dual considerations

"We are therefore compelled to assess defense spending not only in the context of national security, but in the economic and budgetary context imposed upon us by the Reagan Administration, which includes massive tax cuts amounting to revenue losses of $877 billion from 1982 through 1988.

"A budget which proposes to increase defense spending by 9-10 percent in real terms while cutting social spending by 3 percent, in the wake of earlier severe cuts, does not meet the test of fairness—or of national security. It would shift the defense burden to those least able to bear it, thus jeopardizing the base of social cohesion and political unity which a strong national defense requires.

Welfare and defense

"As the AFL-CIO has repeatedly reminded this Administration, the Constitution proclaims that the purpose of our government is to "promote the general welfare" and to "provide for the common defense"—not to choose between the two, and not to sacrifice either on the altar of economic theory."

The committee's major recommendations were incorporated into the economic policy statement subsequently adopted by the Executive Council, in which it set forth the federation's program for job creation and fairness in the government's tax and budget policies.

AFL-CIO Vice President John H. Lyons, who is chairman of the defense committee, noted in his summary for the council that the panel has met 16 times since it was formed a year ago, has heard 25 defense experts, observed military exercises in this country and sent a delegation to tour NATO facilities in Britain.

Among the committee's broad conclusions as set forth in its interim report to the council are:

- A massive Soviet military build-up in the 1970s has eliminated clear-cut U.S. strategic nuclear superiority.
- The Soviet Union's increased ability to project its military power far from its own borders "poses a potential threat" to U.S. interests and to vital sea lanes.
- U.S. reliance on nuclear weapons to deter a conventional attack instead of matching Soviet conventional forces "has produced an imbalance in the Western military posture which should be redressed."

Stay with triad

- The triad of land, air and sea-based U.S. weapons systems should be maintained.
- "We remain to be convinced—and are open to argument—that an acceptable basing mode for the MX (missile) can be devised."
- "Until nuclear weapons can be abolished altogether, accurate counterforce weapons—that is, weapons capable of destroying other weapons—are preferable to weapons systems that can only be used effectively against population centers."

Nuts and bolts

- While much of the defense debate has centered on the value and affordability of "big ticket" weapons systems, "the most seriously neglected aspect of national defense in the last decade has been the nuts and bolts of our military capability."
- Improvements are needed in operations and maintenance, mobility, training and procurement procedures.
- The decline of the U.S. merchant fleet from 1,400 to 500 ships over the past 30 years while the Soviet merchant marine has increased five-fold to 8,000 vessels is a cause of serious concern.
- The erosion of the U.S. industrial base could result in bottlenecks in some industries as defense procurements mount, generating inflationary pressures that otherwise would not arise.

Failing policies assailed

House Speaker Thomas P. O'Neill, Jr. (D-Mass.) at the executive board meeting of the AFL-CIO Maritime Trades Dept. denounced Reagan Administration policies that have thrown millions of Americans out of work.

Coordinated effort stressed to combat worldwide slump

Bal Harbour, Fla. — This year's economic summit conference of the leading industrialized nations offers participants a golden opportunity to develop domestic and international economic strategy to deal with the worldwide slump, the AFL-CIO declared.

"The worsening world economic, financial, and monetary crisis underscores the great need for international economic measures and agreements, especially among the industrialized nations," the Executive Council said in a statement.

"No nation can return to prosperity alone. There must be equitable international burden-sharing based on jointly spelled-out monetary, fiscal, industrial, investment, energy and employment policies. These policies should be developed through appropriate machinery involving labor, management, and government."

The seventh annual summit meeting of the United States and six other big, free-market countries will be held in May at Williamsburg, Va.

Joint solutions needed

The council warned that the meeting of the seven leading industrial democracies must not be used once again for the repetition of cliches instead of joint efforts to solve critical economic issues.

The AFL-CIO has proposed to previous summit meetings, both through the Trade Union Advisory Committee to the Organization for Economic Cooperation & Development and through its own recommendations, a whole set of policies concerning jobs, investment, energy, industrial reconstruction, international trade, and development.

Over 30 million people, a third or more of them Americans, are jobless in the two dozen countries that make up the OECD. TUAC has estimated that unless an internationally coordinated recovery is achieved, the number of unemployed is likely to rise to 40 million by the end of 1983.

The "alarming" events of the past few months demonstrate the need to address unsolved international financial issues, the council said.

"The international monetary chaos is one of the major factors of this protracted and worsening economic recession, and has reached a point where it can undermine the policies pursued in any other sector of the world economy," the council declared.

It warned that the present system of floating exchange rates undermines international cooperation in the monetary field and contributes to inflation, especially through the volatile fluctuations of exchange rates. Currency warfare has thus been added to trade warfare as one of its strategic elements, it said.

"If the International Monetary Fund goes on indiscriminately imposing on the debtor countries drastic reductions of their imports, the industrialized nations—from whom the finance for the rescue operations must ultimately come one way or another—will lose export markets," the AFL-CIO warned.

About one-third of American exports go to the developing countries. It is in these countries that the badly needed expansion of export markets can most easily be achieved, the council observed.

Kersten remembered as ICFTU's leader

Bal Harbour, Fla.—The AFL-CIO Executive Council praised the accomplishments of Otto Kersten, the late general secretary of the International Confederation of Free Trade Unions.

Kersten, who died last November, served for a decade in the ICFTU's top post, "where he accomplished one of his longstanding goals in the reaffiliation of the AFL-CIO" in 1981, the council said. He devoted his life to the labor movement in Germany, working with European trade union secretariats and as deputy chairman of the international and European committees of the German Trade Union Federation, the council statement observed.

Maritime Trades

Revived U.S.-flag fleet tops legislation agenda

Bal Harbour, Fla.—A broad legislative program aimed at restoring the health of the American merchant fleet was given fresh impetus by the executive board of the AFL-CIO Maritime Trades Dept. at its winter meeting here.

More than 200 representatives of MTD affiliates approved 45 statements encompassing economic and special policies as well as maritime issues. The board also received reports from the department's officers: President Frank Drozak, Vice President Stephen J. Leslie and Executive Sec.-Treas. Jean Ingrao.

Centerpiece of the MTD program is the proposed Competitive Shipping & Shipbuilding Act introduced by Rep. Lindy Boggs (D-La.) and cosponsored by 45 House members. This measure would require that a fair share of the bulk cargoes in U.S. foreign trade be carried by American-flag ships, starting at 5 percent of such cargoes in 1984 and gradually increasing to at least 20 percent by 1999.

The MTD said passage of the bill would create a demand for construction of 158 new bulk-cargo vessels in American shipyards over the next 15 years.

Positive measure

"This would have a positive impact not only on shipyards, but also on this nation's basic industries such as mining, steel and manufacturing," the statement stressed. It estimated that the measure would result in the direct creation of about 13,000 jobs in shipyards and aboard ship while preserving some 200,000 additional jobs in maritime-related industries. The bill would thus generate new federal and state tax revenues and would also help reduce the U.S. balance of payments deficit.

The statement also cited the legislation's importance to national security in building up a bulk-carrier fleet capable of serving as a military auxiliary in time of national emergency.

The two-day meeting of the MTD board was punctuated with sharp criticism of the Reagan Administration's policies by nearly every speaker.

Drozak charged that "Reaganomics is not working" and is "killing the American maritime industry." He condemned Reagan's action in eliminating funds for construction differential subsidies while encouraging operators to continue ship construction abroad.

AFL-CIO President Lane Kirkland assailed the Administration for again proposing to sell Alaskan oil to Japan, "violating the solemn commitment to secure the benefits of the Alaska pipeline for the exclusive use of the American people."

High priority

Kirkland also charged that the Administration's refusal to support "a measure of justice" in cargo allocation through bilateral agreements with other nations "is a serious injury to American interests." He said the MTD's efforts to win corrective action "will be high on the list of legislative priorities of the AFL-CIO and the entire labor movement."

House Speaker Thomas P. O'Neill, Jr., denounced the Administration for two years of policies that have brought "the strongest economy in the world to the point where soup kitchens are running out of food and hundreds of thousands of Americans are living in cars and shanty towns." O'Neill outlined a program to begin putting the jobless back to work, bring down interest rates, encourage industrial investment, and establish fairness in foreign trade.

"We will balance the budget when we have full employment," the Speaker declared. "We want a recovery budget, not a hard times budget. We want a fair budget, not a budget that breaks the backs of the poor."

Congressional speakers

Other congressional leaders addressing the MTD board meeting included the chairman and vice chairman of the House Merchant Marine Committee, Representatives Walter B. Jones (D-N.C.) and Mario Biaggi (D-N.Y.); Senate Minority Whip Alan Cranston (D-Calif.); House & Ways Committee Chairman Dan Rostenkowski (D-Ill.); Rep. Don Bonker (D-Wash.); Rep. Joe Moakley (D-Mass.).

Among other speakers were Rafael Hernandez Colon, former governor of Puerto Rico who is again the Democratic candidate for that office, and the directors of four AFL-CIO headquarters departments: Rudy Oswald, Economic Research; Ray Denison, Legislation; John Perkins, COPE, and Alan Kistler, Organization & Field Services.

Poland's union-busting condemned

Bal Harbour, Fla.—The AFL-CIO will continue to assist the banned Polish free labor movement, Solidarnosc, in any way it deems helpful and to oppose any relaxation of sanctions against the communist governments of Poland and the Soviet Union.

An Executive Council statement also urged the United States to declare Poland in default of its debts to American lenders and to halt the flow of credits to East European nations until Polish workers are given the freedom to create and control their own unions.

Solidarnosc's temporary coordinating commission in Poland sent AFL-CIO President Lane Kirkland a telegram expressing appreciation for the support the federation has given Polish workers since the union's inception two and a half years ago.

"We are particularly grateful to you for considering our peaceful struggle for the respect of basic human rights, democratic freedoms, and trade union rights in Poland as a universal matter of importance to all working men and women around the world," Director Jerzy Milewski of the Solidarnosc coordinating office said.

Misleading ploy

The council described the "suspension" of martial law in Poland last December as "a hollow gesture" designed to persuade world opinion that the military regime of Gen. Wojciech Jaruzelski has relaxed its repression of the Polish people.

"The repression continues with Soviet encouragement," the council said in its statement. "Many of the worst features of martial law have been institutionalized in civil law. Mines and factories have been militarized, workers subjected to military discipline and denied the right to leave their jobs. Cases involving 'public order and security' are now tried by military courts."

Held in isolation

At a press conference here, Kirkland provided an example of the continuing repression in Poland. A letter from the wife of Edmund Baluka, imprisoned for more than a year in an isolation cell in Szczecin for his activities in connection with Solidarnosc, urged Kirkland to use his office to press for his release.

Now residing in Paris, Francoise Baluka wrote Kirkland that "the Polish authorities have decided to use all means in order to break Edmund's resistance." Baluka, who has been on a hunger strike since Jan. 23, refuses to sign a loyalty oath or to request voluntary exile.

Kirkland told reporters that Baluka is in poor health "and, indeed, we don't really know whether he's still alive, nor do we know how many others are suffering similar treatment at the hands of the Jaruzelski regime.

"As we note in our statement," Kirkland said, "a regime capable of such behavior does not deserve to be underwritten and reinforced by the savings of American workers in the hands of American bankers."

While Solidarity leader Lech Walesa and several hundred other detainees have been released, between 5,000 and 10,000 other political prisoners remain in jail under one-to-ten-year sentences, the council pointed out. Trials and imprisonment of Solidarnosc activists continue, and leaders of KOR, the Committee for Self-Defense in Poland, who were former advisers to the Polish free labor movement, are also threatened with jail and possible execution.

"The AFL-CIO stands with the workers of Poland and with the only trade union movement they have freely chosen—Solidarnosc," the council declared.

Phony unions

The council said that Poland's new labor code outlawing Solidarnosc establishes a "phony" trade structure and in effect denies workers the right to strike. The function of these government-decreed "unions" is not to represent the workers but to "cooperate with management to improve national production," the statement said.

"The new 'unions' are being boycotted by the vast majority of Polish workers, who maintain their allegiance to Solidarnosc, which continues its struggle underground," the council stressed in its statement.

Job drain linked to flawed trade policy

Bal Harbour, Fla.—American workers are losing jobs and U.S. companies are losing sales because of unrealistic trade and investment policies, the AFL-CIO Executive Council charged.

It pointed with alarm to a record $47.8 billion U.S. trade deficit last year and the possibility that this might double in 1983.

"Other nations restrict U.S. products while pushing their own exports into the United States," the council said. Meanwhile, "the Reagan Administration ignores these facts and continues to make speeches about free trade."

The AFL-CIO statement suggested moving the debate over trade away from outdated labels of "free trade" and "protectionism."

Workers' risk

It acknowledged "the vital importance of trade" to the U.S. economy, but called for recognition of the risks to workers and industries.

Job-destroying imports have been encouraged in the guise of enabling developing countries to repay loans from the International Monetary Fund, the council noted. Communist countries have erected barter systems that flout the concept of international trade. Global firms and banks "all too often collaborate with nations that are waging economic warfare against the United States," the Executive Council charged.

Pricing U.S. out

It called on the Federal Reserve Board to drop tight-money policies that have driven up the exchange value of the dollar so as to price U.S. exports out of international markets and give imports a big advantage in the domestic market.

The council statement reiterated the AFL-CIO's opposition to trade and tax aspects of the Administration's Caribbean Basin Initiative that threatens U.S. jobs. It affirmed labor's opposition to export of Alaskan oil and critical technologies. And it said at least a portion of U.S. raw material exports, such as grain and logs, should be processed in this country before being shipped abroad.

Trade adjustment assistance for workers whose jobs have been wiped out by increased imports should be restored, not scrapped entirely, the council urged. It asked improved and better-enforced Buy American laws and asked "realistic reciprocity" with other nations that would deal with unfair trade practices as well as tariffs.

The council voted to support a new legislative effort to strengthen the role of the International Trade Commission.

It said the ITC should be required "to evaluate more accurately and quickly the impact of imports upon an industry and its workers" and to fashion a remedy. The ITC's determinations "should not be overturned by the President except with the explicit agreement of Congress," the council said.

Recommendations

To deal with specific problems of industries hard-hit by imports, the Executive Council affirmed the AFL-CIO's support for:

- Domestic content legislation "which would assure that the United States has an automotive products industry, including parts and components of cars."

The labor-endorsed Fair Practices in Automotive Products bill, which passed the House in the last Congress, would require that companies which sell large numbers of cars in the United States produce a fair share of the parts and components in this country so as to provide jobs for American workers.

Merchant fleet

- A Competitive Shipping & Shipbuilding bill that would require an initial 5 percent of all waterborne cargoes to be carried in U.S.-flag vessels, increasing by 1 percent a year until 20 percent of all U.S. bulk tonnage is shipped on American-flag vessels built in the United States.

- A "sense of Congress resolution" asserting the need to stem "the massive influx of job-destroying imports of garments."

The Executive Council statement called in effect for a change of course "to establish a fair trade policy" that will enable a strong America to continue to cooperate with its trading partners.

"This nation needs a policy to assure a healthy and diversified economy that offers work opportunities to all job seekers," the council insisted.

Rollback in interest rates termed vital for recovery

Bal Harbour, Fla.—A further reduction in interest rates is essential to stimulate sustained economic recovery, the AFL-CIO Executive Council said in a statement calling on Congress to take needed measures.

"To bring down interest rates and get the economy out of the strait jacket of across-the-board, tight monetary policies, a supplementary tool is needed," the council said.

Selective controls

That tool is the type of credit controls used successfully by the Carter Administration in 1980 under the now-expired Credit Control Act of 1969, the council said. It urged Congress to re-establish authority for selective credit controls to supplement general monetary policy.

"The nation cannot fully recover from the current deep recession until changes in monetary policy allow interest rates to come down further," the council said.

Real interest rates remain two to three times above historic levels, even though they have receded from the highest levels of the last three years, the council observed. Consumer-loan and home-mortgage rates have declined far less than the prime rate charged by banks.

With inflation at about a 4-percent annual rate, consumers are paying 12 to 22 percent for most loans, home mortgages are 12 to 14 percent, and prime rates are 11 percent. The best commercial customers get lower rates.

Tight-money results

"The tight-money policy pursued by the Federal Reserve Board, with the active encouragement of the Reagan Administration, helped push the economy into a prolonged recession," the AFL-CIO charged, adding that the punishing debt-service burdens inflicted by high interest rates have been a major factor in the commercial and industrial business failures and personal bankruptcies of the past three years.

Soaring financing costs have frozen millions of Americans out of the consumer markets, particularly the housing and auto markets. At the same time, new capital investment has been stymied and needed investments in public facilities have been curtailed. Debt-servicing costs have become a major part of federal expenditures, the council pointed out, with the result that budget deficits are at an all-time record, the economy is in deep recession, and unemployment is massive.

Effect of strong dollar

Another effect of the extraordinarily high interest rates has been to increase the international exchange value of the dollar relative to the currencies of America's trading partners, the statement observed. Between January 1981 and January 1983, the dollar rose by 29 percent against other world currencies. That meant a sharp drop in the price of foreign imports while the price of American exports rose abroad.

The council noted that credit controls are a part of Japan's basic monetary policy, and have been used successfully by other industrialized nations to implement their national economic policies.

The federation also renewed its call for changes in the membership of the Federal Reserve Board and its district bank boards to assure representation of workers, farmers, and consumers. The agency is dominated by banking interests unresponsive to workers and less well-to-do Americans, organized labor has long held.

Constitution plan for South Africa scored as racist

Bal Harbour, Fla.—The AFL-CIO declared its opposition to constitutional proposals by the South African government headed by Prime Minister P. W. Botha, saying their enactment would totally exclude blacks and perpetuate their status as aliens and outcasts in the land of their birth.

The Executive Council adopted a statement supporting the position taken by Chief Mangosuthu G. Buthelezi, leader of Inkatha, the largest liberation movement in South Africa.

"No sane person can really believe that any setup in South Africa which excludes the largest segment of South African people, the Africans, can last or succeed," Buthelezi has said. He is the co-recipient of the 1982 George Meany Human Rights Award.

The council said it will continue to aid Buthelezi's efforts to build a multiracial democracy with full trade union rights for blacks.

The proposed constitution would entrench and perpetuate South Africa's system of apartheid, with its discrimination based on race and color. Botha's government, responding to international criticism, has proposed replacement of the current all-white parliament with a three-chambered legislature — one each for whites, Indians and people of mixed race, known as coloreds.

But the basic tenets of apartheid would remain intact—and whites would still remain firmly in control, with blacks totally excluded from meaningful participation.

Buy union, create jobs

Strategies to help create jobs through the promotion of union-made products and union services and a program to publicize the damage done to the economy by excessive imports are discussed at the Union Label & Service Trades Dept. executive board meeting in Bal Harbour, Fla. Seated, from left, are Union Label President James Hatfield and Sec.-Treas. John Mara and, standing, Vice Presidents Rene Rondou and Kenneth Brown.

Dotson wins confirmation as chairman of labor board

The Senate confirmed by voice vote President Reagan's nomination of Donald Dotson as chairman of the National Labor Relations Board.

Dotson was a management lawyer before becoming Assistant Secretary of Labor for Labor-Management Relations at the start of the Reagan Administration, and he was the President's second choice for the NLRB chairmanship.

Reagan's first choice, John Van de Water, was unable to win Senate confirmation and left the post after serving for 16 months under interim appointments. The AFL-CIO had fought his appointment, citing "smoking gun" evidence of Van de Water's union-busting role as a management consultant.

The AFL-CIO didn't testify against Dotson because the case against him wasn't solidly documented, but Federation President Lane Kirkland expressed "grave reservations" about the selection of a management partisan to protect workers' rights under federal labor law.

Reagan is now expected to formally submit the nomination of Patricia Diaz Dennis, also a management attorney, to the remaining NLRB vacancy. Her confirmation would give Reagan appointees a 3-2 majority on the labor board. His first appointee, Robert P. Hunter, joined the board in 1981.

The White House announced last November the President's choice of Dennis, a nominal Democrat who is a labor relations attorney for the American Broadcasting Co. But the President held up the submission of her name pending the confirmation of Dotson.

John C. Miller, an aide to Van de Water who has been nominated as general counsel of the Federal Labor Relations Authority, has been serving as NLRB chairman under a recess appointment. Van de Water, meanwhile, has moved to the Labor Dept. as a special assistant to Labor Sec. Raymond J. Donovan.

On the Senate Labor Committee, three of the 18 members abstained on Dotson's confirmation—Lowell P. Weicker, Jr. (R-Conn.), Donald W. Riegle, Jr. (D-Mich.) and Spark M. Matsunaga (D-Hawaii). The Senate then approved the nomination routinely, without debate.

At the Labor Dept., Dotson had picked for his executive assistant a former attorney for the anti-labor National Right to Work Committee.

Letter Carriers protest

Some 3,000 Letter Carriers delivered a message to Congress protesting a proposal to switch new postal and federal workers to the social security system. Following a legislative rally, they visited members of Congress. NALC President Vincent R. Sombrotto reinforced their protest in testimony before the Senate Finance Committee.

House panel asks extension of jobless aid

Continued from Page 1

benefits for persons who at that time had used up all or part of their benefits under the old program. If still jobless, they would be entitled to an additional six to 10 weeks of supplemental benefits, depending on the insured unemployment rate in their states.

Persons who exhaust all state or federal-state extended benefits after Apr. 1 would be entitled to eight to 16 weeks of payments, depending on the state jobless rate, along the lines of present law. The Ford plan would not include the labor-opposed provisions of the Administration bill.

Bipartisan challenge

In the Senate, there were signs that the Administration can't count on automatic support from the Republican majority. At a Senate Appropriations Committee hearing, Office of Management & Budget Director David Stockman found some Republican conservatives challenging the Administration's proposals as vigorously as liberal Democrats.

Sen. Mark Andrews (R-N.D.) charged the Administration with viewing child nutrition programs only in terms of the "dollar signs." And Sen. Alfonse M. D'Amato (R-N.Y.) termed the Administration's attempt to cut back on mass transit subsidies "repulsive and blatant disregard for the will of Congress."

Social security

In another high-priority legislative area, a House Ways & Means subcommittee on social security reached agreement on a legislative package that will still require approval from the full committee.

It incorporates virtually intact the consensus recommendations of the National Commission on Social Security Reform—including the mandatory coverage of new federal and postal workers to which the AFL-CIO objected.

The subcommittee's closest votes were over additional measures to remedy anticipated funding problems reaching into the next century.

Voting along party lines, the subcommittee rejected the Republican proposal to raise the "normal" social security retirement age from 65 to 66. It then adopted a compromise that committee Democrats had approved in caucus to schedule a small rise in the social security tax for the year 2015 and trim back the formula for computing benefits slightly in an eight-year phase-in, starting in the year 2000.

The subcommittee also approved, over Republican objections, a "fail-safe" provision allowing the social security system to borrow from general revenue funds to meet any temporary shortages. Any borrowed money would have to be repaid within two years.

Anti-union employer group loses court appeal of disclosure order

Chicago—A federal appellate court has ruled that an anti-union employers group must disclose its labor relations activities in a report to the Labor Dept.

A 7th Circuit U.S. Court of Appeals panel upheld by a 2-1 margin a lower court ruling ordering the Master Printers Association to report the names of its member-companies and disclose its financial relationship with them as required by the Landrum-Griffin Act.

It rejected MPA's contention that it should only have to report direct, "persuader" activities. The judges agreed with the Labor Dept. that under the law, MPA's direct, "persuader" contact with employees of some of its members triggered requirements to report on all other indirect labor relations activities as well.

The employer association of 800 non-union printers offers advice on "union avoidance," including literature, seminars and related programs, the court said.

The Labor Dept. ordered the full disclosure following incidents in 1976 when an executive of MPA gave anti-union speeches to employees at three member-companies.

Fails to comply

Then-Labor Sec. Ray Marshall ordered MPA to report the names and disbursement records of all other MPA employers who had received labor relations advice, regardless of whether they had received "persuader" services. MPA supplied the information about the three employers but refused to comply with the rest of the order.

The appeals court adopted what it called "the excellent option" of U.S. District Judge Prentice H. Marshall.

That district court opinion stressed that Congress gave the Labor Dept. broad authority to require reporting on management use of anti-union services because it "did not look favorably on the activity of outside consultants and believed they frequently engaged in practices of questionable legality."

Receipts and disbursements for all clients who receive any labor relations advice from a consultant must be reported if the consultant engages in any persuader activity, the court said. It ruled that to be exempt from this provision of the law, "a consulting firm must confine itself solely to non-persuader activity."

The court also rejected MPA's arguments that the full disclosure requirement interfered with free speech and would have a "chilling" effect on the association's activities.

The reporting and disclosure law, the court said, does not inhibit free speech by either employers or consultants but only requires disclosure of the names and financial arrangements of those "who engage in a certain type of activity."

The opinion stressed that even a "chill" placed on MPA's anti-union activities could be justified.

"We deal here with the unique and pervasively regulated area of labor relations law," the court said, in which "Congress has set out one of the most detailed legislative and administrative frameworks in our history to promote the free flow of commerce and replace the economic warfare of the 19th Century with a system designed to encourage industrial peace. The Supreme Court has recognized that even first amendment rights may be required to yield to the special interests of the labor relations field."

Employee rights

Judge Marshall's opinion, adopted by the appellate court, emphasized that employer "free speech" must be made in the context of a labor relations setting, and "an employer's rights cannot outweigh the equal rights of the employees to associate freely."

The record is "replete," it said, with evidence that Congress, when it framed the disclosure law, believed union-busting middlemen were working with employers to keep workers from exercising their rights to organize. Their activities have included "spending large sums of money behind the scenes or through committees to distribute distorted information," setting up company unions, "and other practices that Congress felt were unethical if not illegal."

While all "persuader" activity is not illegal, the court said, the disclosure of it "permits employees in a labor setting, like voters in an election, to understand the sources of the information being distributed."

Congress looked at management persuaders as "inherently suspect, and at their activities as subject to abuse" in an extremely sensitive area, the decision noted, so the publicity of disclosure is a justifiable way of "discouraging potential abuse where there is a demonstrated propensity for such abuse."

Consultants have a demonstrated "track record of illict conduct" and there is only a fine line between persuader and non-persuader activity, and Congress intended for the law to "keep an eye on" anyone engaged in persuasion, the court held.

Not covered by law

The Landrum-Griffin Act doesn't concern persuasion itself, the court pointed out, but only the known tendency of persuaders "to engage in unfair labor practices."

It would be "less than effective" if it let management consultants "be entirely free from public scrutiny where they are able to couch their function as 'advice' rather than persuasion," the district court and the appellate court majority concluded.

Glass union pacts set industry pattern

Media, Pa.—The Glass, Pottery & Plastics Workers ratified new three-year contracts with eight glass manufacturers providing substantial wage and fringe benefit improvements and job security for nearly 30,000 workers.

The contracts, which become effective Apr. 1, are expected to set a pattern for the entire glass container industry. Contract talks are in progress with five other glass companies.

Biggest firm

The largest company to settle with the GPPAW is Owens-Illinois, the world's largest glass container manufacturer. The conglomerate employs nearly 12,000 GPPAW members at two dozen plants across the country.

Other companies reaching agreement were Brockway Glass Corp., Midland Glass Co., Thatcher Glass Manufacturing Co., Foster-Forbes Division of National Can Co., Glass Container Corp., Ball Corp., and Kerr Glass Manufacturing Co.

The new contracts raise hourly pay, which had averaged $8.84, by 25 cents immediately, 20 cents in September, and 30 cents in both April 1984 and April 1985. In addition, skilled workers will receive an additional 28 cents an hour in the first year.

The contracts also call for cost-of-living adjustments payable at the start of the second and third years of the agreements. Hourly pay will rise by 1 cent for each five-tenths of a point rise in the government's consumer price index beginning when the CPI climbs above a benchmark set each March. The union said that the formula is the equivalent of a COL increase when the nation's annual inflation rate exceeds 3 percent.

Fringe benefits

Other contract improvements were made in the areas of pensions, insurance coverage, and job protections in the event of layoffs.

GPPAW President James E. Hatfield described the contract as "proof that labor can win a good contract despite a faltering economy." The union, formerly the Glass Bottle Blowers Association, merged with the Pottery Workers last year.

Employment security gains include 90 days' pay if 90 days' notice of a shutdown cannot be given, extension of recall rights from two to five years, continuation of insurance coverage for six months after layoff, and agreement to negotiate severance provisions in the event of plant closings.

Wider coverage

Insurance improvements include a $3,000 increase in life insurance coverage to a range of $16,000 to $18,000, a $30 increase in weekly sickness and accident benefits to a range of $160 to $180, improved dental coverage.

Negotiations now under way are with Anchor Hocking Glass Corp., Diamond Glass Co., Glenshaw Glass Co., Chattanooga Glass Co., and Indian Head, Inc., which together employ another 7,000 to 9,000 GPPAW members.

EDITORIALS

The Starting Place

MARCH 4TH is the 50th anniversary of an event that launched a transformation of life in the United States.

It was the first inaugural address of Franklin Delano Roosevelt. In that dark time with nearly 13 million unemployed, Roosevelt declared:

"Our greatest primary task is to put people to work. This is no unsolvable problem if we face it wisely and courageously. It can be accomplished in part by direct recruiting by the government itself, treating the task as we would treat the emergency of war, but at the same time, through this employment, accomplishing greatly needed projects to stimulate and reorganize the use of our natural resources."

Jobs were the starting place of national recovery from stagnation and despair. Don't let anybody tell you that the New Deal programs were a failure. They were not. We are living today off the social, economic and moral capital created in that period.

No program and no Administration in history ever made so great a contribution to social and economic stability, to family security, and to human hope for progress.

Years later, looking back on that beginning, FDR wrote:

"For many months the people had looked to government for help, and government had looked away. I promised a program of action: first to put people to work; and second, to correct the abuses in many fields of human endeavor which had in great measure contributed to the crisis."

The people are again looking to their government for help, and government is again looking away. In the White House is not a Roosevelt, but a throwback to his predecessors, a disciple of Harding, Coolidge and Hoover, whose policies brought on the Great Depression.

We are looking to the Congress for the vision and the priorities that Roosevelt gave to the nation then.

—From remarks by AFL-CIO President Lane Kirkland to the Maritime Trades Dept., Feb. 17, 1983, Bal Harbour, Fla.

With Poland's Workers

THE "SUSPENSION" of martial law in Poland is a hollow gesture.

The repression continues with Soviet encouragement. Many of the worst features of martial law have been institutionalized in civil law. Mines and factories have been militarized, workers subjected to military discipline and denied the right to leave their jobs.

The new "Labor Code" outlaws Solidarnosc, establishes a phony trade union structure, and in effect denies the right to strike. The function of these government-decreed "unions" is not to represent the workers but to "cooperate with management to improve national production." The new "unions" are being boycotted by the vast majority of Polish workers, who maintain their allegiance to Solidarnosc, which continues its struggle underground.

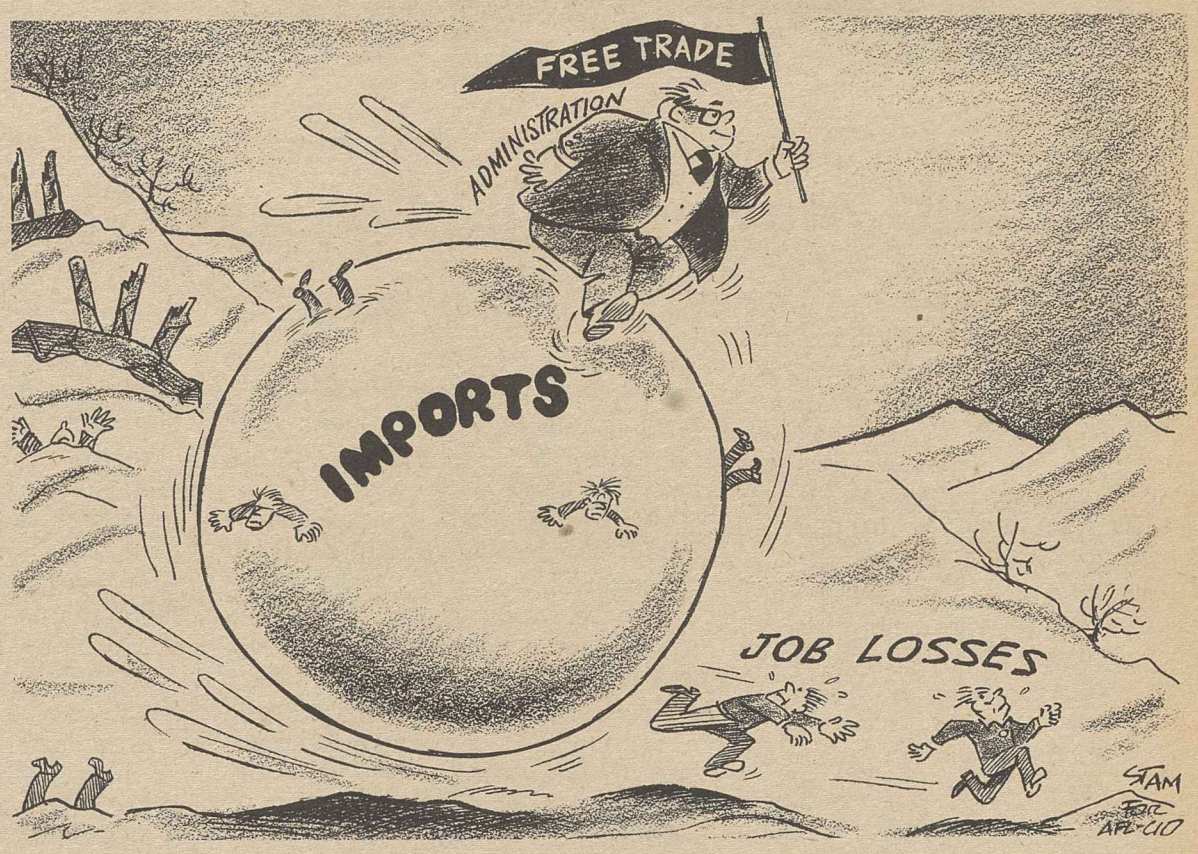
Although Lech Walesa and several hundred detainees have been released, between 5,000 and 10,000 other political prisoners remain in jail under one-to-ten year sentences.

The AFL-CIO stands with the workers of Poland and with the only trade union movement they have freely chosen—Solidarnosc. In cooperation with the International Confederation of Free Trade Unions, we will continue to assist Solidarnosc in any way its leaders deem helpful, and to protest the Polish government's blatant violations of the conventions of the International Labor Organization.

Meanwhile, we shall continue to oppose any relaxation of sanctions against Poland and the Soviet Union. The AFL-CIO reiterates its demand that the Polish debt be declared in default and that the flow of credits to the Eastern bloc be halted until the workers of Poland have the freedom to create and control their own unions.

—From AFL-CIO Executive Council statement, adopted Feb. 22, 1983, at Bal Harbour, Fla.

'This Is Protectionism?'



Washington Window

Job safety agency caters to business just like EPA

By Press Associates, Inc.

The festering scandal at the Environmental Protection Agency produced an internal memo with clear fingerprints. It called the business community "the primary constituents of this Administration." A similar priority has operated at the Occupational Safety & Health Administration, where the so-called burden on business has outranked the health of workers.

"Poisons on the Job," a report by the Urban Environment Conference, Natural Resources Defense Council and Sierra Club, documents how the Reagan Administration's pro-business, anti-regulatory stance has operated in OSHA, severely weakening worker protections. The report cites a September 1981 statement submitted by OSHA to a joint congressional oversight hearing:

"These high priority standards impose large costs on employers. OSHA will review them with the view of reducing unnecessary burdens in accordance with the President's directive. These high priority standards also may impose substantial economic impact on small businesses, and OSHA has decided to review them in order to minimize the impact."

Misdirected efforts

True to its word, OSHA used its limited resources to review the Supreme Court-upheld cotton dust standard, the lead standard and the cancer policy. Meanwhile, no new regulations on hazardous substances such as formaldehyde, ethylene oxide and ethylene dibromide have emerged from OSHA.

Scientific studies have shown all three chemicals have serious health effects at exposure levels lower than current OSHA standards and also that they are potential carcinogens. Unions whose members are exposed to these substances petitioned OSHA to immediately lower legal exposure levels for all three chemicals, but OSHA refused.

OSHA refused to act despite recommendations from the National Institute for Occupational Safety & Health, OSHA's research arm, for lower exposure levels. And, in the case of formaldehyde, OSHA refused over the recommendations of its own scientists.

Regulatory process

Responding to a Baltimore Sun article critical of OSHA's disregard of scientific evidence showing danger to workers from exposure to such substances, Assistant Labor Sec. Thorne G. Auchter admonished the writer for "a lack of understanding of the regulatory process."

Scientific evidence represents "only one factor in a complicated equation" used to arrive at standard setting, Auchter said. Of five other factors in his equation, two involved costs to industry, including Reagan's 1981 Executive Order that all regulations must be cost-effective.

While OSHA devotes its attention to industry cost estimates for standards—estimates which "Poisons on the Job" points out have been repeatedly overstated—an estimated 100,000 workers die each year from job-related diseases.

"That death toll is roughly equivalent to an almost full DC 10 or 747 jumbo jet aircraft crashing every day of the year," the report notes.

In summing up the record of Reagan's OSHA, the report cites the sad legacy to the nation:

"The benefits accrue to the companies, while the costs—in death and disease—are borne by workers. When catch-phrases like 'deregulation,' 'voluntarism,' and 'unshackling free enterprise' are no longer in vogue, it will be too late to repay those costs to America's workers, their families and communities."

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Vol. 28, No. 8 SATURDAY, FEBRUARY 26, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
American Federation of Labor and Congress of Industrial Organizations

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LEGISLATIVE ALERT!

Jobs Bills Moving; Urge Congress To Pass a Comprehensive Plan

Jobs are America's number one priority. Millions of jobs are needed to get the nation back on track to economic growth.

This is reflected in the wide variety of job-creating bills that have been introduced in Congress. What the various bills have in common is the recognition that major government jobs programs will be necessary. Various jobs proposals are being considered in broad "Phase I, II and III" groups, at right.

WHAT YOU CAN DO: Urge your Senators and Representative to support all jobs bills, including H.R. 1036 and S. 493.

Phase I: Emergency Package

Job-creation, Phase I, is an emergency package of accelerated public works programs and humanitarian aid for the jobless. Even President Reagan, pressured by Congress, has acknowledged that Phase I will achieve passage.

Phase I may include funds for mass transit, highways and flood control construction projects, repair of military housing, prisons and other federal buildings, and community development grants. But the modest $4.3 billion OK'd by the President is only a token that won't do much to spur recovery. A larger jobs program will be needed to "prime the pump" of the economy and get the nation moving.

Phase II: A Broader Approach

The Phase II jobs package includes a more comprehensive approach to stimulating the economy. Phase II could include: health insurance for the jobless, mortgage and rent assistance to help the unemployed avoid eviction from their homes, expansion of food stamps to ease use of the program by the jobless, stimulus of the housing industry to create construction jobs, and retraining programs for displaced workers.

Initially proposed by Democrats in Congress, Phase II programs now are picking up support on both sides of the aisle. The level of Phase II funding is uncertain but it would be in the form of additions to the current year's budget.

Phase III: October 1 Budget

Job-creation, Phase III, will come with passage of the next year's budget. Job-programs begun in 1983 under Phases I and II will need follow-through in fiscal 1984 in order to sustain economic recovery. Congress will begin outlining the 1984 budget this March or April.

Phase III should include expansion of across-the-board job-stimulus programs, including:

- Public works, such as repair of America's roads, bridges, water and sewer systems.
- Community development, such as child care, traffic control, school and public housing security, and health screening.
- Housing programs, including public housing construction.

Unemployment Compensation Update

Following is an up-to-date outline of unemployment compensation programs:

Unemployment Insurance (UI)
Usually 26 weeks. Each state collects UI taxes from employers, which are turned in to that state's account in the federal UI trust fund. Each state sets its own tax level and benefit level. Average weekly benefits range from $55 in Puerto Rico to $130 in Illinois.

Extended Benefits (EB)
An additional 13 weeks paid only in states where the insured unemployment rate (IUR) is above 5 percent. Because the IUR excludes millions of uninsured jobless, the 5 percent "trigger" is too stringent. Only 25 states now pay EB. The cost of this program is shared 50-50 between the states and the federal government.

Federal Supplemental Benefits (FSB)
In 1982 Congress approved federally financed compensation for the long-term jobless: 8, 10, 12, 14, or 16 additional weeks, depending on the state unemployment rate.

WHAT YOU CAN DO: FSB is due to expire on March 31. Rep. Harold Ford (D-TN) is working to renew and expand FSB to a 26-week maximum. Urge your Representative to support the Ford plan for extending FSB.

State	EB?	FSB	State	EB?	FSB	State	EB?	FSB
AL	Yes	16 weeks	IA	Yes	14 weeks	NJ	No	14 weeks
AK	Yes	16 weeks	KS	No	14 weeks	NM	No	14 weeks
AZ	No	14 weeks	KY	Yes	16 weeks	NY	No	10 weeks
AR	Yes	16 weeks	LA	Yes	14 weeks	NC	Yes	14 weeks
CA	Yes	14 weeks	ME	No	14 weeks	ND	No	12 weeks
CO	No	10 weeks	MD	No	14 weeks	OH	Yes	16 weeks
CT	No	10 weeks	MA	No	14 weeks	OK	No	10 weeks
DE	No	14 weeks	MI	Yes	16 weeks	OR	No	16 weeks
DC	No	10 weeks	MN	No	14 weeks	PA	Yes	16 weeks
FL	No	8 weeks	MS	Yes	16 weeks	RI	Yes	16 weeks
GA	No	10 weeks	MO	No	14 weeks	SC	Yes	14 weeks
HI	No	10 weeks	MT	Yes	14 weeks	SD	No	8 weeks
ID	Yes	16 weeks	NE	No	10 weeks	TN	No	14 weeks
IL	Yes	16 weeks	NV	Yes	14 weeks	TX	No	8 weeks
IN	Yes	14 weeks	NH	No	8 weeks	UT	Yes	14 weeks
						VT	Yes	14 weeks
						VA	No	8 weeks
						WA	Yes	16 weeks
						WV	Yes	16 weeks
						WI	No	16 weeks
						WY	Yes	12 weeks

Major Issues Taking Shape in the 98th Congress

The 98th Congress is only weeks old, but many issues of concern to working families are beginning to take shape. Bills are being introduced, committees and subcommittees are conducting hearings, and Representatives and Senators are taking positions and forming coalitions around the issues. The chart below is a quick rundown of issues that already are moving through the legislative process.

ISSUE	STATUS/AFL-CIO POSITION	ACTION TO TAKE
Social Security	The AFL-CIO supports the compromise package of Social Security amendments with one exception: mandatory inclusion of federal workers. The AFL-CIO could support such a provision on four conditions: no reduction in pension benefits for government workers; no additional financial burden without equivalent improvement in benefits; preservation of government workers' separate retirement plan; and no weakening of the ability of federal workers to improve their pensions.	Urge your Representative and Senators to support the national commission's compromise package, with the exception of mandatory inclusion of federal workers.
Alaska Oil	Current law allows Alaskan North Slope crude oil to be exported only if the export does not cut into America's energy supplies. But this law is due to expire Sept. 30, 1983. The oil industry opposes extending the law so they can export Alaska oil to Japan. This could eliminate thousands of construction, refining and shipping jobs.	Urge your Representative to cosponsor and support H.R. 1197 to extend oil export restrictions.
Bankruptcy	Last year, the consumer credit industry pushed unfair legislation that would eliminate the fresh start that bankruptcy law provides for those in serious financial difficulty. That legislation was reintroduced this year and should still be opposed. But there also is new legislation that strikes a fair balance between the interests of creditors and debtors. The compromise bill would keep the door open for those who need relief.	Urge your Senators to oppose the unfair S. 445. Instead, they should support S. 333. Ask your Representative to support H.R. 1147.
Health Care for the Jobless	Most Americans receive their health insurance coverage through their jobs. As a result, high unemployment is ceating a national health problem. The hard-hit state of Michigan has reported its first increase in infant mortality since World War II.	Urge your Senators to support S. 307 to provide health protection for the jobless.
Tax Fairness: Interest and Dividend Withholding	Federal taxes are withheld from your paycheck; this helps ensure compliance with the tax law and prevents a big tax bill at the end of the year. Last year Congress extended this idea to income from savings interest payments and stock dividends. Banking interests are urging Congress to repeal the new law. But you pay taxes on your hard-earned income; why shouldn't fat cats pay what's due on their unearned income?	Urge your Representative to oppose H.R. 500, your Senators to oppose S. 222 or any other bill to repeal tax withholding on interest and dividends.

AFL-CIO news

SATURDAY
MARCH 5, 1983
VOL. 28, NO. 9

Council spurs measures to aid recession victims

World report

Sec. of State George P. Shultz answers questions from AFL-CIO Executive Council members on a broad range of issues extending from world trouble spots to international trade concerns. AFL-CIO President Lane Kirkland termed it "an exceedingly useful exchange."

House funds 'first-phase' jobs package

By David L. Perlman

The House passed an emergency job-funding bill that the AFL-CIO viewed as "a small first step" towards bringing down unemployment.

Despite its inadequacies, it was a somewhat bigger step than the compromise originally put together by the Reagan Administration and the Democratic leadership. The original $4.3 billion was raised to $4.6 billion by the Appropriations Committee. And when the bill reached the House floor, labor-endorsed amendments pushed the total over the $5 billion mark.

The bill's biggest single ingredient is public works construction funding, including $1.25 billion additional money for Community Development Grants to generate an estimated 80,000 jobs.

Much of the money represents accelerated spending for projects already scheduled, including repairs to public buildings, military housing construction and rural water and sewer projects. But there are also substantial funds for job training, day care and other social services, and humanitarian programs including emergency food and shelter for the recession's victims.

$200 million added

On the House floor, $200 million was added for health services, including maternal and child care, and mass transit assistance was raised substantially over the Appropriations Committee figure.

Both amendments were adopted by voice vote. The House then voted 335-83 to require that at least 75 percent of the money be spent in areas where unemployment is at least 90 percent of the national average. It then defeated a Republican attempt to reshape the package and passed the bill by a 324-95 vote.

But even if the bill clears the Senate and is signed by the President, a second-round funding bill will be needed to make more than a small dent in unemployment. The AFL-CIO proposal for jobs and recession relief called for a supplemental appropriation of $22.5 billion for the current fiscal year, which runs through Sept. 30, with added stimulus in the fiscal 1984 budget.

House speaker Thomas P. O'Neill, Jr. said Democrats expect to bring a Phase II emergency jobs relief package to the floor in April, and Republicans are preparing a counter-package that would include such warmed-over Administration proposals as "urban enterprise zones" that would reward companies moving to poor city areas.

Revived programs

The House did approve, by a 301-87 vote, a Conservation Corps bill that would revive features of two programs scrapped by the Reagan Administration when it came to office, the Youth Conservation Corps and the Young Adult Conservation Corps. The new measure also is modeled on the successful Civilian Conservation Corps of the early New Deal era, and the week the House acted marked the 50th anniversary of the establishment of the original CCC.

A similar bill passed the House last

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Jobless face benefit cuts, income loss

By John M. Barry

Bal Harbour, Fla.—The AFL-CIO has urged a series of specific actions by Congress to help jobless workers and needy families overcome the hardships wrought by the Reagan recession.

The federation's Executive Council called for extension of unemployment insurance benefits for at least 65 weeks, assurance of health care for jobless workers and their families, restoration of Medicaid eligibility for the working poor, a relief program to protect the unemployed from mortgage foreclosures or evictions from rental housing, and more funds to train dislocated workers in new and needed skills.

In addition, the council pledged that the AFL-CIO's own networks, operating through the Dept. of Community Services and the Human Resources Development Institute, "will be working in tandem to implement labor's commitment to help ease the disastrous consequences of current national economic policies."

These and other council actions were embodied in statements and reports, detailed elsewhere in this issue of the AFL-CIO News, which adopted as the council closed out its winter meeting here.

International affairs

The council held a lengthy discussion with Sec. of State George Shultz, who responded to their questions on international affairs,

AFL-CIO President Lane Kirkland noted at a subsequent news conference that Shultz had met twice before with the council when he was Secretary of Labor. He said federation officers and council members had known Shultz "for a long time and have a high regard for him," both personally and in terms of his performance in various government posts. Kirkland said council members

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Bid to tax health benefits fought as backward step

Bal Harbour, Fla.—Reducing insurance coverage is the wrong way to bring down health care costs, the AFL-CIO Executive Council said.

A council statement took sharp issue with President Reagan's proposal to tax workers on the value of health insurance coverage provided by employers if it exceeds an "arbitrary" dollar limit.

Reagan told Congress that "elaborate" health benefits provided by employers are "inflationary." The Administration wants to tax workers on employer-paid health insurance premiums that exceed $70 a month for individuals and $175 for a family plan.

That would hit especially at health plans with large numbers of older workers, those located in high-cost areas and comprehensive health maintenance organizations, the Executive Council said.

Retrogressive

An AFL-CIO background statement on the issue termed the Administration tax proposal "an unprecedented intrusion in collective bargaining" that would "turn back the clock on decades of progress by workers in winning comprehensive health care protection."

As to the Administration claim that such a tax would make workers more "cost-conscious," the AFL-CIO retorted that the real effect would be to discourage plans that emphasize preventive health, dental and eye care.

The Executive Council noted that the Administration's new proposals come in the wake of budget cuts in health programs that have reduced access to medical care "for the elderly, low-income mothers and children, and jobless workers."

It urged restoration of coverage for the working poor who have lost Medicaid eligibility as a result of past budget cuts. And it pressed especially for a program to assure continued health insurance for millions of unemployed workers and their families—who lost health insurance protection along with their jobs.

The council reaffirmed the AFL-CIO's support for the cost-containment proposal of the Health Security Action Council. That plan, it stressed, "would provide across-the-board health care cost control while protecting wages, benefits and all other contractual rights of health care employees."

It urged AFL-CIO affiliates "to bargain for reductions in health insurance premiums, to help develop and expand prepaid group practice plans and other alternative delivery systems, and to participate in local health care coalitions aimed at reducing cost and improving access and quality."

Big Steel accord paves way for modernization of plants

Pittsburgh — Steelworkers local union presidents voted to accept a new 41-month agreement with seven major steel firms that exchanges temporary wage and benefit cuts for company pledges to put the savings directly into revitalizing their steel operations.

The local presidents in basic steel voted 169 to 63, with three abstentions, for the accord, which took effect Mar. 1 and runs to July 31, 1986. A membership vote is not required under USWA's constitution.

While the accord calls for a $1.25 cut in the hourly wage and a temporary halt in cost-of-living adjustments for this year, several key union bargaining goals were met in the agreement, including a full pay-back of the wage cut during the life of the contract, preservation of the principle of cost-of-living adjustment and the pledge that the companies will use the savings only to modernize steel plants—not for non-steel ventures.

More help for unemployed members was also a top union bargaining priority, and the agreement calls for improvements in supplemental unemployment benefits (SUB), including expanded eligibility and a tripling of company contributions to the funds.

Steelworkers Vice President Joseph Odorcich, the chief USWA negotiator, said the pact is an answer to the union's "detractors" who had "vilified" the Steelworkers as "greedy workers who wouldn't do anything to help" their industry battered by the recession and competition from cheap imports.

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The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

3/5/83

Jobless benefits shrink as unemployment rises

Bal Harbour, Fla. — More Americans are out of work than at any time since the Great Depression, but only half of them are receiving unemployment compensation.

"The protections of an effective and sound unemployment insurance system are essential for these unemployed workers and their families to forestall economic disaster," the AFL-CIO Executive Council said in a statement and background analysis.

"In most states, benefits are at abysmally low levels," the council observed. "To assure adequate and equitable protection of all unemployed workers, the AFL-CIO repeats its call for minimum federal benefit standards."

In February 1975, during the nation's previous worst postwar recession, three-fourths of the unemployed received benefits, the council noted. While the official total unemployment rate currently is 10.4 percent, the insured unemployment rate is only 5 percent, a gap of over 5 percent. During the 1974-76 recession, this differential averaged 3 percent.

State programs

The insured unemployment rate is the percentage of workers covered by state unemployment insruance programs who are receiving benefits.

For some states, the gap between official unemployment and insured unemployment is even greater than the national average. In Michigan, for example, the differential is 10.5 percent, and in Ohio it is almost 9 percent.

Meanwhile, restrictions demanded by the Reagan Administration and imposed by Congress have gutted the extended benefit program. As a result of these cutbacks, more than 3 million long-term jobless workers will receive reduced unemployment compensation benefits or none at all in the current fiscal year.

Expires in March

Some income protection is provided by the temporary program of Federal Supplemental Compensation for jobless workers who have exhausted either regular or extended benefits, but that program is slated to expire on Mar. 31. The Reagan Administration has proposed extension of the program only until Sept. 30, and even then would attach new, onerous requirements without lengthening benefit duration.

"We urge removal of restrictions which have been imposed on extended benefits," the council said. "The maximum benefit duration should be extended to at least 65 weeks, and the FSC program should be extended for at least one year."

The council also expressed strong opposition to the Administration's plan to permit replacement of some federal supplemental benefits with vouchers that could be used as cash subsidies by employers to hire long-term jobless workers. Employers could simply lay off their current workers, substitute workers holding vouchers, and fire the new workers when the vouchers expire, the council pointed out.

As to the Administration's plan to use state unemployment insurance trust funds for training and relocation, the council called that "a misuse of funds which should be reserved to payments to jobless workers."

The statement also objected to proposals to allow lump sum payments of federal supplemental benefits to jobless workers if they use them for relocation or training and to impose a training requirement as a condition for federal supplemental benefits.

States in debt

On financing problems, the council noted that shrinking unemployment insurance trust funds have caused many states to borrow from the Federal Unemployment Account. Some states are in debt for previous loans, and requirements recently imposed by Congress force them to pay interest on those loans. This bleak situation, the council observed, has caused many states to impose their own restrictions on benefits in addition to the new federal restrictions.

To deal equitably with the financial burdens of the states, and enable them to maintain or improve current benefits, the council urged Congress to enact legislation that would:

Use general revenues

- Reimburse all states from general revenues for their share of extended benefits and the excess cost of regular benefits during recession.
- Require states to repay loans and the interest on them only when state reserve funds reach 125 percent of the previous year's benefit payments, thus deferring loan repayments during periods of high unemployment and recession.
- Help states meet extraordinary costs during high unemployment through a system of re-insurance, as recommended by the National Commission on Unemployment Compensation.
- Require states to increase the taxable wage base to 65 percent of the average annual wage by 1990 and thereafter in steps to the level of the social security wage base.

The council also urged Congress to repeal the "unjustified" increase in the Federal Unemployment Tax to 6.2 percent scheduled to take effect on Jan. 1, 1985.

Wide union role pressed to ease misery of jobless

Bal Harbour, Fla.—Millions of jobless Americans desperately need help during the current recession, the Executive Council declared as it urged all AFL-CIO affiliates to bend every effort to assist those without work.

Massive layoffs, plant closings, and plant relocations have caused widespread suffering for a record number of unemployed, the council said. Trade unions have responded with actions at the local, national and federation level to aid jobless union members and their families.

The AFL-CIO conducts assistance programs for unemployed members through its Dept. of Community Services network of labor liaison staff in 196 cities throughout the United States. Programs currently under way include:

- Developing coalitions of community-based agencies with the resources and expertise to meet urgent health care and other human needs.
- Establishing information, referral, and service centers at union halls, central labor councils or at other convenient locations where a concentration of assistance programs is required.
- Expanding union counselor training programs to meet the needs of the growing unemployed population.
- Creating job fairs, food banks, job placement, and other direct assistance programs.

Other help

The federation is also reaching out to the jobless through its employment and training arm, the Human Resources Development Institute.

Working closely with the Community Services network, affiliated unions, state and local bodies, HRDI is bringing together representatives of multiple resource organizations—public, private, and union—to obtain assistance for unemployed union members and their families, the council's statement said.

Labor's position backed

Rep. William D. Ford (D-Mich.) voices support of the four conditions the AFL-CIO has put on inclusion of new government and postal workers under the social security system in an address to the Public Employee Dept. executive board. From left: PED Executive Vice President Vincent R. Sombrotto, Ford, President Kenneth T. Blaylock and Executive Director John F. Leyden. Ford is chairman of House Post Office & Civil Service Committee.

Suriname's military regime condemned as 'murderous'

Bal Harbour, Fla.—The AFL-CIO expressed its condemnation of "the illegal and murderous government" of Suriname, and urged all free trade unions to combat, expose, and publicize the crimes of that country's military regime.

An Executive Council statement charged that the arrest, torture, and murder of at least 15 opponents of the dictatorship of Lt. Col. Desy Bouterse last December constitute "appalling evidence of the totalitarian brutality" toward which Suriname has been moving over the past two years.

Bouterse and a cabal of army sergeants overthrew Suriname's constitutionally elected government in 1980. Suriname is a country in northern South America about the size of Georgia.

Victims of the December slaughter included Cyril Daal, general secretary of Moederbond, Suriname's democratic trade union center, and vice president of the Caribbean Confederation of Labor, and leaders of the nation's legal, professional, and academic communities, who had pressed the military regime for free elections and a return to democratic government.

Moederbond's headquarters were burned to the ground, and opposition radio stations and newspapers were destroyed. Bodies of all 15 of those known to have been arrested in predawn raids showed clear evidence that they had been tortured before they were killed. Other acts of terrorism, including further arrests and murders, have continued to the present.

Immediately following the killings in December, AFL-CIO President Lane Kirkland joined the International Confederation of Free Trade Unions in demanding that the Bouterse government live up to international conventions guaranteeing the right to freedom of association, which Suriname has ratified.

Drive for new ERA measure backed

Bal Harbour, Fla.—The AFL-CIO endorsed passage of the Equal Rights Amendment re-introduced in Congress and urged all affiliates to redouble efforts to add it to the U.S. Constitution.

An earlier ERA measure failed last year when only 35 of the required 38 states had voted approval of ERA by the time the ratification deadline expired.

In a statement adopted at its winter meeting, the AFL-CIO Executive Council stressed that the federation remains "committed to the principles embodied in the ERA" and that organized labor will continue efforts "to bring about equity and justice for all through collective bargaining and by changing laws, policies, institutions and attitudes."

Increased funding sought to bolster job training plan

Bal Harbour, Fla.—The AFL-CIO called on Congress to increase funding for the Job Training Partnership Act and clearly establish the right of jobless workers to retain unemployment insurance benefits while enrolled in approved education and training programs.

An Executive Council statement specifically asked supplemental funding for JTPA of $1 billion in fiscal 1983 and $2 billion in fiscal 1984 to be used "to help workers hit by plant closings and major layoffs."

More funds needed

JTPA was allocated $240 million by Congress for fiscal 1983, but that amount needs to be vastly increased to provide an effective national job training effort, the council said. The $240 million would provide training for about 100,000 persons of nearly 12 million unemployed.

The council also rejected the Reagan Administration's proposals to "raid depleted unemployment insurance funds for money to provide education or training vouchers for jobless workers."

In urging Congress to establish the right of jobless workers to receive unemployment benefits while engaged in approved training classes, the council noted that some states now allow such enrollment, but said the opportunity should be guaranteed for all workers.

The council statement called for "effective labor participation in JTPA programs with full labor representation on local Private Industry Councils and State Job Training Coordinating Councils.

FDR role contrasted with Reagan policies

Bal Harbour, Fla. — The AFL-CIO asked Congress to mark the 50th anniversary of the first inauguration of Franklin D. Roosevelt by acting to reaffirm "his belief that the federal government has the central responsibility to defend and advance the welfare of all Americans."

A statement adopted by the Executive Council stressed that the Mar. 4 anniversary "finds America and her people once again in desperate economic straits," and charged that the Reagan Administration has produced a social crisis "no less dangerous" than the one combated by Roosevelt "by repeating failed policies that brought on the Great Depression and by striving to dismantle the human policies that overcame it."

Hardships spread

Council presses aid for recession victims

Continued from Page 1

stated their views to Shultz "frankly and directly, and he responded in the same vein."

Another guest was Sen. Ernest Hollings (D-S.C.), a candidate for the Democratic presidential nomination, who outlined his views on issues of concern to labor and responded to the questions of council members.

The appearances of Hollings and another candidate, Sen. Alan Cranston (D-Calif.), who met with the council earlier in the week, were in keeping with an effort by the council to examine the views of all those seeking the nomination before determining whether the AFL-CIO will endorse a presidential candidate in advance of the 1984 state primaries and party conventions.

Endorsement policy

Meanwhile, Kirkland told reporters that the council had agreed unanimously to urge affiliates to refrain from any public announcement of candidate preference until August or later, and not to make any irrevocable commitment to a candidate before an endorsement decision is made.

Otherwise, Kirkland reported, the consensus of the council was that "a high degree of flexibility would be observed and that the various organizations will give such advice to their local branches as they see fit."

Under a program approved by the council at its meeting last August in New York, the decision on whether the AFL-CIO will make a pre-primary endorsement will be made in December by the General Board, expanded to include officers of state and local central bodies. A resolution calling the meeting of the board and setting a specific date and place will be drafted for the federation's October 1983 convention.

Two-thirds majority

Voting at the General Board meeting will be weighted according to membership per capita payments to the federation, and a two-thirds majority will be required for an endorsement, as is the case with all COPE endorsements.

The council also approved Kirkland's proposal that Solidarity Day III be observed this year with demonstrations in each of the 50 states on Labor Day. **(Story, Page 4.)**

In other trade union actions, the council endorsed consumer boycotts of four firms accused by affiliates of union-busting efforts and placed two others on the federation's unfair list. **(Story, Page 6.)**

The council also hailed the new national labor policy of the United Way of America as it approved the report of its ad hoc committee on the subject presented by Vice President Sol C. Chaikin. **(Story, this page.)**

Other committee reports were presented by Vice Presidents Glenn Watts on public relations, which included a video presentation of work in progress by the Labor Institute of Public Affairs; Gerald McEntee on the constitutional amendment for a balanced budget; Charles Pillard on housing; Frederick O'Neal on civil rights; Douglas Fraser on union retirees; William Wynn on restrictive legislation; Murray Finley on union mergers; J. C. Turner on occupational safety and health, including a detailed review of OSHA activities in 1982.

Kirkland appointed a new committee to undertake a systematic study and evaluation of the performance of the U.S. Dept. of Labor in administering programs for which it has responsibility. Named to the committee were Vice Presidents Pillard, Lloyd McBride, John DeConcini and James Hatfield, and Sec.-Treas. Thomas R. Donahue, along with Robert Georgine, president of the Building & Construction Trades Dept., and Howard Samuel, president of the Industrial Union Dept.

Per capita report

Donahue's reports as secretary-treasurer covered membership and finances, the George Meany Memorial and Archives, the Housing Investment Trust and the Article XX internal disputes plan. He also gave interim reports for the Committee on the Evolution of Work and the committee on the Workers' Institute for Safety & Health.

Contributions were voted to the International Labor Program at Georgetown University, Americans for Energy Independence, Full Employment Action Council, the New Leader, SOS Coalition, Religion & Labor Conference, Samuel Gompers Papers, James S. Brady Foundation, National Council of Negro Women, National Urban League, National Urban Coalition, Southern Regional Conference, Leadership Conference on Civil Rights, International Rescue Committee.

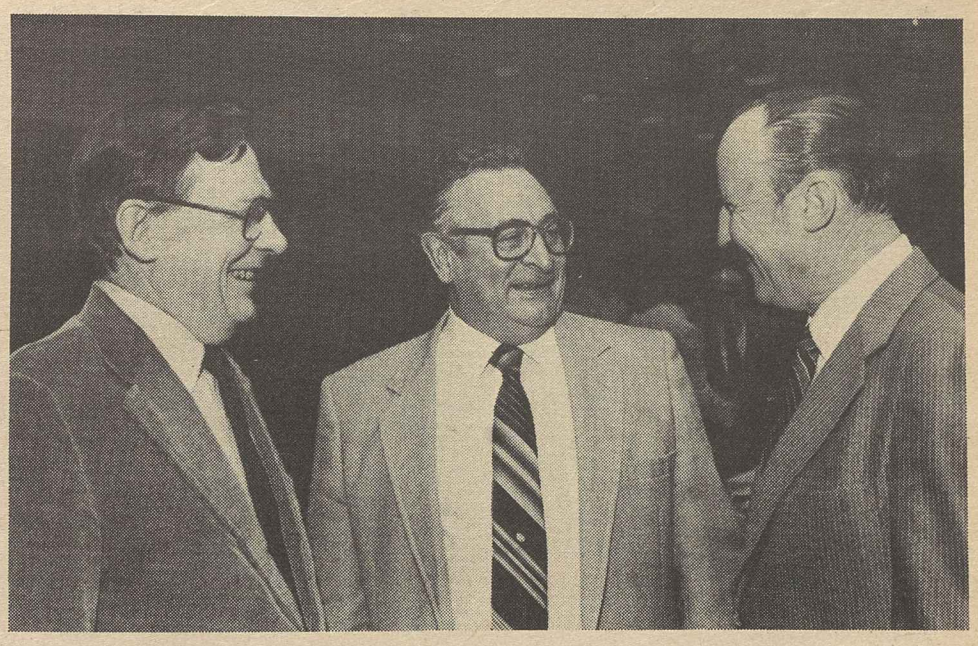
Other recipients

Also, the Committee on National Health Insurance, National Housing Conference, Low-Income Housing Coalition, Fund for a Democratic Society, No Greater Love, Joint Council for Economic Education, Citizens Committee for Immigration Reform, Consumer Energy Council of America, Urban Environment Conference, National Consumers League, National Commission on Working Women, Reading Is Fundamental, Conference on Economic Progress, U.S. Holocaust Memorial Council, the USO, Consumer Federation of America, and impact aid funds for the Asian American Free Labor Institute and the American Institute for Free Labor Development.

The next Executive Council meeting will be held May 24-25, 1983, at the Maritime Institute of Technology, Linthicum Heights, Md.

CONVENTION

The Pennsylvania AFL-CIO's 1983 convention will be held June 7-10 in Philadelphia. In an earlier edition of the AFL-CIO News the convention date was incorrectly listed May 17-20.



New vice presidents

AFL-CIO President Lane Kirkland welcomes new Executive Council members Marvin J. Boede, president of the Plumbers & Pipe Fitters, and William H. Bywater, right, president of the Electrical, Radio & Machine Workers. They were elected at the council's mid-winter meeting in Bal Harbour, Fla., along with Carpenters' President Patrick J. Campbell.

Reagan budget called threat to public education system

Bal Harbour, Fla.—If the Reagan Administration's budget proposals are adopted, they will hurt, not help, the nation's public education system and endanger the right of many Americans to a decent education, the Executive Council warned.

The Administration's education budget amounts to "tax gimmicks, rhetorical fluff and pious platitudes," but doesn't provide any substantive programs to help public schools educate and retrain future and current workers, the council charged.

A council statement called on Congress to reject the budget cuts and related measures which it warned could gut the nation's public education programs.

The AFL-CIO also said Congress should provide money for "realistic" programs of vocational education for those still in school and for adults who need training in new skills. The current recession and high unemployment figures underscore this need, the council pointed out.

The AFL-CIO continues to oppose tuition tax credits, education vouchers and education "savings accounts" which will drain revenues and students from public school programs, the council said.

Student aid

The federation also opposes cuts in student aid programs, including those billed as "self-help grants," which require students regardless of income to have substantial cash in order to qualify for student loans.

The Administration's eagerness to cut college aid programs and to require more payments by individuals even to qualify for loans "would severely restrict access to higher education for most Americans —especially those in low-income groups," the council charged.

It said more money is needed for teaching math and science and for special programs like bilingual and Indian education.

And adequate funding should be supplied to public vocational education to enable schools to train students and adults in modern technological skills on up-to-date equipment, the statement said. It called on Congress to reject Administration proposals to roll vocational education programs in to block grants.

The statement called for expanded labor participation in local vocational education advisory councils and for more cooperation between labor, management, local government and local education institutions to deliver effective training programs to their communities.

Performing arts unions supported in antitrust case

Bal Harbour, Fla.—The antitrust suits against two performers' unions are a throwback to the days of union-busting by injunction and concern all unions, the AFL-CIO Executive Council declared.

The council said the AFL-CIO supports the legal positions taken by the Television & Radio Artists and the Screen Actors Guild in the suits brought against them by Tuesday Productions, a non-union producer of advertising jingles.

The AFL-CIO will work with the unions "to vindicate their right to represent their members," the council said in a statement at its winter meeting.

Ruling hits AFTRA

A federal district court judge in San Diego ruled last spring that AFTRA violated antitrust laws when it acted to enforce agreements negotiated for its members with companies that are signatory to AFTRA contracts.

The court ordered AFTRA to pay triple damages and costs totaling some $10.6 million and to post a bond for the full amount while the case is being appealed.

To protect their assets, AFTRA and its New York, Los Angeles and San Diego locals were forced to file for bankruptcy.

Tuesday claims AFTRA instituted a secondary boycott by putting the company on its unfair list, which is closely watched by signatory advertising agencies.

The council said the decision is a "throwback" to the days before passage of the Norris-LaGuardia Act of 1932 when the federal courts "routinely misapplied the antitrust laws in order to restrict union activity" and intimidate workers from organizing.

Tuesday also filed suit against SAG and 27 other AFTRA locals, but none of those cases has been tried.

United Way national labor policy lauded

Bal Harbour, Fla.—The board of governors of the United Way of America was commended by the AFL-CIO Executive Council for adopting a national labor policy upholding the rights of employees to organize and bargain collectively and urging the adoption of such a policy by local United Ways and participating agencies.

The council noted that in the nine months since the board acted on the national level last May 20, such labor policies have been adopted by 175 local United Ways in 35 states, including most of the major urban areas outside of the South.

"We applaud this action," the council said in a statement that was part of the report of its ad hoc committee on United Way labor policy. That committee was created to consider a number of resolutions referred by the 1981 convention calling for withdrawal of support for the United Way if that agency failed to adopt and implement a national labor policy for itself and its affiliates.

The council called on the United Way, the AFL-CIO Dept. of Community Services, state and local central labor bodies and national and international union affiliates to continue to press for adoption of the new labor policy in communities where no action has been taken. It urged affiliates to put special emphasis on the issue in communities where they have large concentrations of membership.

The council said the Dept. of Community Services will submit progress reports on these efforts and that if enough progress is not achieved, the committee will re-examine the need for further steps "to bring about the improved labor relations climate sought by the AFL-CIO."

The national labor policy resolution adopted by the United Way's board declared that it "supports the right of employees to join organizations of their own choosing if that is their desire, and to make that choice without interference or coercion and recognizes and respects established bargaining relationships and the negotiated terms and conditions provided for in collective bargaining agreements or equivalent understandings."

The board urged local United Ways to have such a policy "and to recommend to their participating agencies the adoption of a similar labor policy."

Politics on the agenda

Election issues, delegate selection rules for party conventions and labor's campaign role were on the agenda of the COPE Administrative Committee, which includes key political action officials of affiliated unions. The session was held during the AFL-CIO Executive Council's mid-winter meeting in Bal Harbour, Fla.

Guidelines drawn to avoid violations by political funds

Bal Harbour, Fla.—New political contribution guidelines have been adopted by the Executive Council to assure that the AFL-CIO does not find itself in violation of the Federal Election Campaign Act because of actions by state and local central bodies, its departments, or by directly affiliated local unions.

The council directive does not affect the autonomous national and international unions affiliated with the AFL-CIO.

The new rules bar the AFL-CIO and departmental state and local councils and the directly affiliated locals from operating their own political action committees to pass on voluntary contributions from union members to labor-endorsed candidates for federal office.

Voluntary funds raised through subordinate AFL-CIO bodies will be dispersed to candidates through national COPE's Political Contributions Committee, the council said.

Under federal election law, contributions made by political action committees of AFL-CIO bodies are counted toward COPE's legal limit of a $5,000 contribution to any candidate in a primary or general election.

National fund

To avoid inadvertent violations, and the extra cost of registering separate political committees and filing required financial reports, the council voted to make all AFL-CIO political donations for federal elections at the national level. Existing political action committees governed by this policy were directed to terminate their registration with the FEC and transfer voluntary funds to COPE's Political Contributions Committee or to the political committee of their department.

The council stressed the importance of state and local bodies and directly affiliated locals in raising funds to support candidates who share labor's goals. It termed continuation of such efforts "essential."

National COPE will prepare detailed guidelines to help in the transition and to assure "an active and visible role" for the state and local organizations and the directly affiliated locals in "contributions and expenditures on behalf of federal candidates."

Federal law does not restrict contributions to state and local elections. The council noted, however, that in some states a union must maintain a political committee in order to make contributions to the election campaigns of state and local candidates.

In those states, the council urged, directly affiliated locals and central bodies "should continue to play an active role in state and local elections by taking the steps necessary to comply with those laws."

Solidarity Day III

Bal Harbour, Fla.—Solidarity Day III will be observed by members of AFL-CIO unions next Labor Day with rallies and demonstrations in each of the 50 states, the Executive Council agreed.

The council approved the proposal of Federation President Lane Kirkland to continue the observance of Solidarity Day annually, marking it on Election Day in the even-numbered years and with appropriate events in the odd-numbered years. Plans for 1983 include at least one event in each state on Labor Day.

The first Solidarity Day, in 1981, brought a throng of more than 400,000 workers and their supporters to Washington for the largest political protest ever held in the nation's capital.

New bid to export Alaska oil called threat to U.S. security

Bal Harbour, Fla.—Current restrictions on the export of Alaska oil should be extended when the Export Administration Act expires in September, the AFL-CIO Executive Council declared.

The law's restrictions assure that no export of Alaska oil will take place unless it is in the national interest.

An Administration proposal to send Alaska oil to Japan while the United States is importing oil from foreign countries "poses a threat to the nation's economic and defense security," the council charged in a statement.

"This would reverse a decade of progress toward domestic energy self-reliance and would increase U.S. dependence on unstable foreign supplies of oil. U.S. consumers would not benefit since foreign oil would probably cost more than Alaska oil."

Shipping domestic oil overseas, the council said, would give consumers "a false indication" that the nation no longer places a priority on conservation and alternative forms of energy.

The exportation of Alaska oil would harm the nation's trade balance since it would in effect swap domestic oil for foreign oil, the AFL-CIO pointed out.

Also, while an oil export to Japan would improve that country's trade balance with the United States, it would provide no relief to those domestic manufacturing industries that have been so severely harmed by Japanese trade practices, the council observed.

"It would exchange oil, which is not labor-intensive, for manufactured products, which are," the council statement noted.

Emergency needs

The council also warned that export of Alaska oil poses the grave danger that the United States will not have adequate oil supplies in time of national emergency. In addition, loss of carriage of Alaska oil would idle more than half the tanker tonnage flying the U.S. flag, and this would precipitate numerous bankruptcies and corporate failures.

Until recently, Alaska oil was being used to fill the nation's Strategic Petroleum Reserve. That reserve, now being filled far more slowly than Congress intended, is a more appropriate way to use Alaska oil than to export it, the council said.

Alaska oil is currently being used on the West, East, and Gulf coasts, the council noted. Its use in domestic markets would be made more efficient with construction of west-to-east pipelines.

"But such pipelines will never attract the needed capital so long as investors believe that an export of Alaska oil is a distinct possibility," the council warned.

Holocaust Memorial fund supported

Bal Harbour, Fla.—The AFL-CIO Executive Council endorsed the efforts of the U.S. Holocaust Memorial Council to raise $75 million for the establishment of a "national museum and living memorial to the victims of the Nazi Holocaust."

A council statement urging affiliates to contribute "generously" to the project, noted that when Congress created the memorial council in 1980, it manddated that construction funds must come exclusively from private sources.

The statement pointed out that "in this 50th anniversary of Hitler's rise to power, it is especially appropriate for the trade union movement to join with all Americans in remembering the victims of the Holocaust and in rededicating ourselves to the cause of freedom."

The memorial council, which hopes to raise the funds by mid-1985, would set up a museum to "serve to remind all people everywhere of the lessons of the Holocaust and to express the eternal hope that, by learning these lessons, all humankind may be protected from totalitarian despotism," the statement said.

Reagan move for lower pay floor blasted

Bal Harbour, Fla. — Congress should raise the minimum wage for all of America's low-paid workers instead of reducing it for those under the age of 22, the AFL-CIO Executive Council said.

It warned that President Reagan's proposal for a $2.50-an-hour subminimum youth wage from May through September would encourage employers to replace older workers but would not expand total employment to any measurable degree.

At a news conference following the Executive Council action, AFL-CIO President Lane Kirkland said the Administration proposal is based on a long-discarded theory that reducing wages will increase employment.

Inflationary effects

If that were the case, the economy should be prospering, Kirkland said, because in "real terms" the value of the $3.35 an hour pay floor has been eroded by the loss in buying power from inflation. It would require a $4.14 an hour rate to mantain the original value, Kirkland noted.

"So we have a subminimum wage in real terms," Kirkland said. Yet at the same time, "we have the most massive unemployment we've experienced since the 1930s," he stressed.

"That's a pretty good laboratory test," he suggested. "If it proves anything, it proves that cutting wages increases unemployment. That was also the case during the '30s," he said, "when wage cutting was rampant, there was no minimum wage, and you had the highest unemployment in the history of the United States."

Recessionary factor

The Executive Council statement said the loss of purchasing power by America's lowest-paid workers has been a factor in prolonging the recession, as well as adding to its hardships.

It noted that a youth subminimum scheme has been repeatedly rejected, most recently in the 1981 report of the Minimum Wage Commission.

There is no evidence that such a scheme would increase job opportunities, the council said.

The council urged Congress "to reject the President's proposal for a subminimum wage for youth and, instead, to take the minimum wage in the direction it should go—toward the restoration of the purchasing power lost by America's lowest-paid workers."

Campaign urged to expose role of hate groups

Bal Harbour, Fla. — AFL-CIO affiliates have been urged to combat propaganda of the Ku Klux Klan and other extremist groups through the establishment of educational programs aimed at alerting union members to the "dangers these hate groups pose to the labor movement and to the nation."

The Executive Council noted that the current "fear and anxiety stemming from economic insecurity and unbearably high unemployment are creating dangerous social strains among the American people" providing the opportunity for extremist groups like the KKK to "sow dissension, bigotry and racial conflict from coast to coast."

It recommended setting up union civil rights committees at both the national and local levels.

"There is no place in America, now or ever, for apostles of racial or religious bigotry," the council statement declared. "In its long fight for human brotherhood, racial justice and social solidarity, the American trade union movement has battled such enemies of freedom whenever and wherever they appear."

Policy reforms sought

Congressional action urged on immigration

Bal Harbour, Fla.—The AFL-CIO Executive Council reaffirmed its support for compassionate immigration legislation that would also protect American jobs and labor standards.

The council, in a statement adopted at its meeting here, urged Congress to enact a law that will prevent future illegal entries, establish a "generous" program to legalize the status of undocumented aliens who are already long-time residents, and substantially tighten programs that let temporary foreign workers into the United States.

Most illegal aliens cross U.S. borders looking for jobs, the council noted. They are vulnerable to exploitation by employers because they are afraid of deportation. And because they can't call in the government to enforce labor standards laws, they undermine the job opportunities and working conditions of other workers.

Employer penalties

The best deterrent to illegal immigration would be stiff penalties on employers who hire illegal aliens, the council statement said. These sanctions, it stressed, must be backed by an efficient, tough enforcement system and by the right to "private legal action" where government fails to act.

Sanctions can only be enforced, the council said, if a forgery-proof identification is created for all legal workers, with protections built-in so that employers cannot use the threat of the penalties as an excuse not to hire legal residents who may have foreign-sounding names or who "look foreign."

The council pointed out that the AFL-CIO supports a compassionate program for legalization of undocumented workers and their families who are already established and contributing members of their communities here.

But it cautioned that a legalization program must be matched by the prevention of further illegal entries and by the strengthening of border control and interior enforcement of immigration laws, with adequate funds to improve staffing, training and working conditions for border patrol and immigration service employees.

Strong objection

In its statement, the council said the AFL-CIO strongly objects to any new "guest worker" or "bracero" program that would permit temporary foreign workers into the United States to undercut U.S. wages and working conditions. Certification of the need for any temporary foreign workers—to take jobs for which U.S. workers are not available—should remain in the Labor Dept., the council said.

In 1982, the AFL-CIO endorsed an immigration bill Congress was considering, but only on the condition that parts of the measure that would have allowed more foreign workers into the United States be sharply curtailed. Congress recessed before acting on the bill.

The council also opposed plans that would give other agencies broader powers to grant permission for temporary workers to enter the country.

Pressure from growers

One such proposal would give the Agriculture Dept. authority to allow more temporary farm laborers into the country in response to pressure from growers.

Other existing special visa programs have already been used "improperly" by agencies that administer them to admit non-immigrant alien workers even though all necessary requirements haven't been met, the council charged.

These programs include H-1 visas, intended for people of "distinguished merit and ability" coming to perform work requiring their special skills, H-2 visas for people coming to perform temporary work for which qualified American workers are not available and B-1 visas for business visitors.

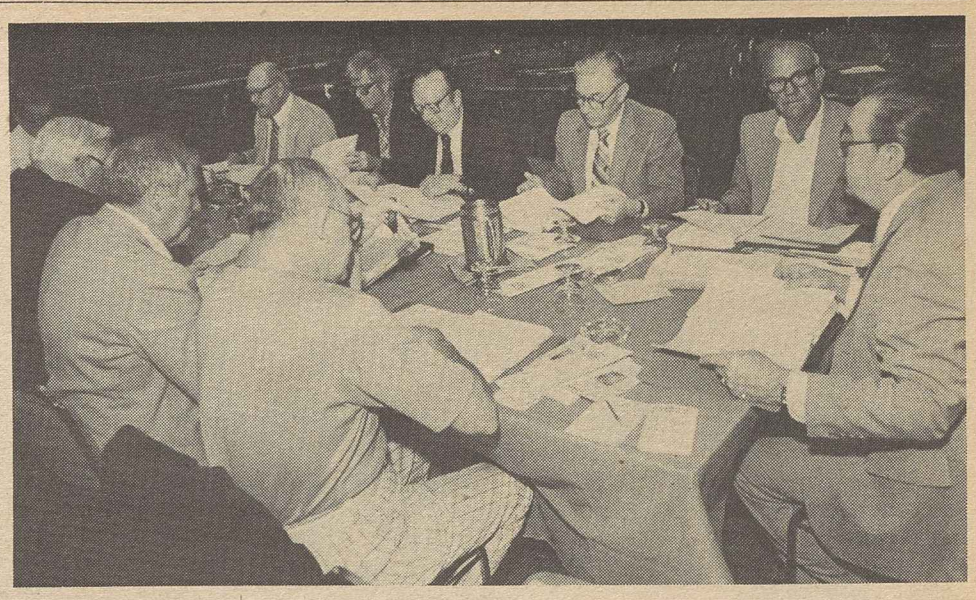
The council repeated the AFL-CIO endorsement of the findings of the Select Committee on Immigration & Refuge Policy, including the recommendation that "government, employers and unions should cooperate to end dependence of any industry on a constant supply of temporary foreign workers."

Unions asked to aid local scouting efforts

Bal Harbour, Fla.—The AFL-CIO Executive Council reconfirmed its support for the Boy Scouts of America and urged affiliates to support the joint efforts of the National Advisory Committee.

In a statement, the council said the support is needed to "energize and guide the partnership and to assist in developing a survey to help assess and focus labor's support of scouting in the 1980s."

Working through the Dept. of Community Services, the AFL-CIO joined with the BSA to help extend the benefits of scouting to more American youths. Their program is aimed at encouraging local union sponsorship of scout units.



Build U.S. ships

Reagan Administration policies encouraging the construction of U.S.-flag merchant vessels in foreign shipyards while the American shipbuilding industry faces extinction were assailed by the Metal Trades Dept. executive council in Bal Harbour, Fla. The MTD called for restoration of funds for the Construction Differential Subsidy program to generate domestic shipbuilding, which the Administration eliminated in 1981.

Federal role pressed to end housing industry depression

Bal Harbour, Fla.—Lower mortgage interest rates and a new federally assisted housing construction program are needed to lift the housing industry from the deep depression it has been in for three years, the AFL-CIO declared.

A victim of the high-interest, tight-money policy of the Reagan Administration and the Federal Reserve Board, the construction industry's unemployment rate stood at an "intolerable" 20-percent level in January, the council observed. That figure represents more than a million workers, or one in 10 of all unemployed.

Meanwhile, tight housing markets in many communities have brought rent increases that have far outpaced the rise in the consumer price index, laying the groundwork for a return of home-price inflation, the council warned. And racial discrimination in housing has been increasing ominously while enforcement of fair housing laws lag, it noted.

Foreclosures rise

In a statement and a background paper on the housing situation, the council drew attention to the wave of mortgage foreclosures and evictions from rental housing that has resulted from the recession-spawned joblessness of the past 18 months. It recommended the following program:

- Appropriate action by the Federal Reserve Board to reduce interest rates further.
- Authorization by Congress of a program to provide 170,000 new assisted housing units.
- Enactment of a mortgage and rent-payment relief program to protect unemployed workers from the loss of their homes through mortgage foreclosures and evictions from rental housing.
- Action by the Justice Dept. to provide adequate staff and full enforcement of the equal-opportunity-in-housing provisions of Title VIII of the 1968 Civil Rights Act.

Interest rates still high

While the seasonally adjusted annual rate of housing starts rose to 1.7 million in January, it was still far below national needs, the council observed. A sustained increase in housing construction will require further interest rate reductions, it said.

For the past three years, the average annual number of new housing units started has been fewer than 1.2 million, about 1 million less than the annual average that will be required for the rest of the decade to meet housing needs.

A reduction of mortgage-interest rates from about the 15 to 17 percent range early last year to a 12-14 percent range late in 1982 released some of the accumulated pent-up demand for housing. Reflecting the short supply, however, prices of homes began to rise rapidly as soon as sales began to pick up in late 1982.

"A sustained period of increased housing production will not be achieved unless interest rates are brought down further by the Federal Reserve Board," the council said.

A program of providing 170,000 new assisted housing units this year and next would make a start toward closing the gap between the number of units needed and the actual number produced through the unaided housing market, the council said.

Conditions set on IMF expansion

Bal Harbour, Fla.—The AFL-CIO voiced conditional support of U.S. participation in an expansion of the International Monetary Fund.

The council said the current international debt dilemma requires far-reaching and comprehensive arrangements based on close cooperation of all the countries concerned. But it insisted that safeguards be imposed to stop banks from such actions as aiding oppressive regimes or passing the cost of foreign defaults to the U.S. consumers.

"Piecemeal measures which aim primarily at alleviating the current crisis will not prevent further proliferation of potential defaults," the Executive Council said.

$10 billion cost

Congress has been asked to approve U.S. participation in a 40 to 50 percent expansion of the IMF, of which the U.S. share would be about $8 billion. The sum would be in addition to an expansion of the IMF's general agreements to borrow special fund (GAB), which requires about $2 billion from the United States.

Such an expansion of IMF lending authority is being proposed to help heavily indebted nations such as Mexico, Brazil, and Argentina with further credit extensions so that they do not have to default on large outstanding debts. The creditors are not just sovereign countries, but also private U.S. and foreign banks. Although the banks and the IMF might have to extend more immediate credit to the debtor countries, they would in the long run avoid losses of large sums now owed them, the council pointed out.

Jobs take precedence

"The AFL-CIO recognizes the serious consequences of potential large debtor nation defaults to the world economy and the need for IMF action to help debtor nations out of their precarious positions," the council observed. "It also recognizes, however, the cost in dollars to the U.S. taxpayers and in jobs to U.S. workers."

In light of this, the council said it supports expanding IMF capital funds provided Congress enacts legislation to accomplish the following:

- The IMF should require private banks that have extended loans to foreign borrowers to share in the costs and burdens of any "rescue" efforts.
- IMF resources should not be used to reschedule and recycle the debts of totalitarian regimes and those that abuse human rights.
- The Federal Reserve Board should be required to increase reporting and surveillance of foreign lending by U.S. banks and to restrict such lending, with due consideration of the impact of credit availability and cost to the U.S. economy, as well as the capability for repayment.
- The Federal Reserve Board should be directed to require special U.S. bank reserves against foreign lending, and such reserves should be available to provide a part of future U.S. contributions to IMF fund expansion.

Credit reports

- The Federal Reserve Board should be required to report regularly to Congress on the volume and terms of foreign credit extension by U.S. banks, on the quality of such credit, and on the effects of such credit extension upon the U.S. economy with respect to international trade positions and the availability and cost of credit in the United States.
- The Secretary of the Treasury should be directed to seek changes in IMF policies to reduce emphasis on the development of excesses of exports over imports and to place more emphasis on balanced economic growth through development of broader domestic markets and improved income distribution.

Labor to participate in flight bicentennial

Bal Harbour, Fla.—The bicentennial of the first manned flight will be marked on Nov. 21, 1982, and the AFL-CIO Executive Council has urged its affiliates to assist the Air & Space Bicentennial committee in observing the occasion.

In a statement, the council said this would be "a fitting way to honor the workers in America and around the world who have made possible the development of aviation and related materials."

The statement continued, "The AFL-CIO joins in expressing the nation's pride and appreciation in the achievement of travel into space and the aerospace industry's contribution to a better life."

The first manned flight was a balloon flight in LaMuette, France in 1783.

Focus on safety

Issues from grain elevator safety to child labor were explored by the AFL-CIO Food & Beverage Trades Dept. executive board in Bal Harbour, Fla. It called for effective OSHA regulations on grain dust and for the reinstatement of a requirement for employers to maintain records of on-the-job injuries in all industrial classifications.

Federal compensation urged for victims of job diseases

Bal Harbour, Fla.—Federal programs to compensate victims of occupational diseases and to identify and notify workers who are at high risk as a result of an occupational health hazard should be established now, the AFL-CIO Executive Council declared.

Citing the deaths of 100,000 workers each year from the accumulated effects of exposure to carcinogens and other chemical hazards, the council noted that survivors of these workers rarely receive any workers' compensation benefits.

Of the million workers disabled each year from the same causes, few receive adequate compensation.

The council called for a federal program to compensate workers and their families for death or disability from occupational diseases. It said the legislation should provide:

- Generous time limits for filing claims, taking into account the long latency periods for occupational diseases.
- Eligibility requirements that give workers a fair opportunity to prove that their disabling disease is caused by exposure to a toxic substance.
- Coverage of known occupational health hazards, with provisions for coverage through administrative action of additional hazards as they become known.

A background paper accompanying the council statement said that while the workers' compensation laws of all states cover occupational disease, this coverage "most often is in name only," and arbitrary restrictions on eligibility result in denial of benefits to most victims of occupational disease.

But even a comprehensive federal compensation program is not enough, the council stressed. It called for a program to "identify, notify and diagnose workers who are at high risk as a result of an occupational health hazard."

The National Institute of Occupational Safety & Health should be authorized to carry out medical research to isolate occupational diseases and to assist workers at risk, the council declared.

It expressed strong objections to the use of the federal bankruptcy laws to deny workers compensation for job-related injury and disease and called for legislation "to correct this injustice."

"Working men and women need and deserve a nationwide effort by the federal government to prevent occupational disease and to assist those who are paying the price in pain, in suffering and in the lost ability to provide for themselves and their families for years of inaction by employers and by the states," the council declared.

Rollback bill supported

Continued price curb asked on natural gas

The AFL-CIO declared "enthusiastic and active support" for legislation to roll back excessive natural gas prices that are "stifling economic recovery" and devastating household budgets.

The federation's declaration of support for the Natural Gas Consumer Relief Act proposed by Rep. Richard A. Gephardt (D-Mo.), and a bipartisan group of cosponsors came in the wake of President Reagan's proposal for total deregulation of natural gas.

An estimated 48 million households use natural gas, and an AFL-CIO Executive Council statement a few days before Reagan sent his decontrol proposal to Congress charged that the partial decontrol now in effect has pushed up consumer gas bills 150 percent since 1978 with this winter's increases expected to average another 25 percent.

Some areas of the country face rate hikes of 60 to 70 percent over last year's levels, the council said, adding that rapid natural gas price increases have made it difficult—if not impossible—for low- and moderate-income families to heat their homes and meet the expenses of other basic necessities.

More than 300,000 families face part of this winter without heat because they cannot afford to pay their fuel bills. The impact of higher gas prices is also severe on the economy as a whole, costing jobs and threatening economic recovery, the council warned.

"Businesses are cutting back their operations or threatening plant closings because of their fuel costs," it said. "The more money industry pays to gas producers, the less is available to make improvements necessary to meet competition and expand the workforce. At the same time, consumers paying higher fuel bills have less money left for other purchases."

Price explosion

The current explosion in natural gas prices constitutes one of the most pressing energy issues facing the 98th Congress, the AFL-CIO said. Today's unaffordable and totally unjustified gas prices are stifling economic recovery and devastating households. The only beneficiaries of deregulation are the gas producers, the council charged.

Not only is the gas industry reaping enormous profits from deregulation, but it also has imposed "take-or-pay" contract provisions which force pipeline companies to buy the higher-cost gas even when lower-priced gas is available.

Meanwhile, the Reagan Administration is working to raise prices even more sharply through administrative actions by the Federal Energy Regulatory Commission and through legislative proposals to accelerate the rate of deregulation, the council noted.

In January, FERC allowed producers to add $3 billion in costs on top of current prices even though prices were already high enough to cover producers' costs and give them tremendous profits, the council charged. Accelerated deregulation would add tens of billions of dollars more to the nation's fuel bill, the AFL-CIO warned.

The council urged Congress to roll back prices and extend price controls, reject any accelerated phase-out, prohibit unjust "take-or-pay" contract provisions, and prevent the FERC from taking unjustified administrative steps to increase gas prices.

To help achieve energy independence, the council said it also supports the construction of a natural gas pipeline to bring North Slope natural gas to U.S. markets and opposes any plans to export Alaska natural gas.

'March on Washington' observance endorsed

Bal Harbour, Fla. — The Executive Council expressed its support for the 20th Anniversary Mobilization for Jobs, Peace and Freedom scheduled for next Aug. 27-28 to commemorate the historic March on Washington at which the Rev. Martin Luther King, Jr. delivered his "I have a dream" speech.

The council noted that trade union leaders like A. Philip Randolph, Walter P. Reuther and Bayard Rustin joined Dr. King and other human rights leaders in organizing the 1963 march, which "contributed significantly to the passage of the 1964 Civil Rights Act."

The anniversary mobilization is being organized by Dr. King's widow, Mrs. Coretta Scott King, and others "to reaffirm the spirit" of the 1963 march.

The Executive Council said the AFL-CIO remains committed to working with civil rights, women's rights, religious and other movements to "advance and defend the great goals of the 1963 march in the pursuit of social justice."

New boycotts endorsed to combat union-busting

Bal Harbour, Fla.—Four consumer boycotts have been endorsed by the AFL-CIO Executive Council, and two companies were added to the federation's unfair list to publicize their union-busting activities.

In action taken at its meeting here, the council voted to add to the federation's nationally circulated "do not buy" list four boycotts already being conducted by affiliated unions. The council also asked the AFL-CIO Union Label & Service Trades Dept. to urge consumers not to patronize the boycotted goods and services.

New to the boycott list are the Equitable Life Assurance Society, Brown & Sharpe Mfg. Co., Magic Chef, Inc., and Sterling Radiators made by Reed National Corp.

Added to the unfair list were Capital Cities Communications, Inc., owner of the Kansas City Star, and Sinclair Oil Co. of Wyoming.

Refusal to bargain

In the Equitable Life case, the council pointed out that Service Employees District 925, the union's office workers division, won an election to represent 93 claims processors at Equitable's Syracuse, N.Y., facility in 1981. But the company has refused to bargain with the workers, mostly women who operate video-display terminals, even after losing three appeals of the election before the National Labor Relations Board.

Equitable, the nation's third largest insurance company, has continued "to use the money obtained from countless union members through insurance policies and pension funds to enhance its profits while refusing to recognize the rights of its employees," the council charged.

16-month strike

In the Brown & Sharpe dispute Machinists at two company plants in Rhode Island have been on strike for 16 months in an effort to win a new contract. The company, which makes cutting, measuring and machine tools and pumps, has insisted on unacceptable "takeaway" demands, the council said.

The strike has been marred by incidents of violence against picketers such as tear gas fired by police and shooting in which a striker narrowly missed being seriously hurt when a bullet fired into the picket line hit his belt buckle.

At the Magic Chef plant in Cleveland, Tenn., management union-busting demands forced 900 members of the Molders to walk off the job. The council said the company, which makes kitchen ranges, has demanded elimination of dues checkoff and other cutbacks that would "discriminate" against the Tennessee workers in comparison with union contracts at the company's other plants in California, Illinois and Ohio.

The union reported that 94 percent of the workers voted for a strike which began Jan. 23. Picketers have been harassed and provoked on the line by police and strikebreakers, the council reported.

At Reed National's Sterling Radiator plant in Westfield, Mass., 70 members of the Auto Workers have been on strike since the spring of 1981. The plant produces home baseboard heaters.

The council said the UAW members were forced to strike to protect their rights after the company came into negotiations for a new contract with an 18-page long list of takeaway demands.

The company hired strikebreakers soon after the walkout began, and the UAW has been pressing a boycott of Sterling Radiators since August 1981. Most are sold to contractors, but some are available in hardware stores.

Unfair list

The council added the Kansas City Star's parent company, Capital Cities Communications, to the AFL-CIO "unfair list" at the request of the Typographical Union to make public the company's attempt to renege on guaranteed job security clauses it agreed to in 1974 in return for changes in union work rules.

Capital Cities, in what the council called part of a "corporate wide pattern" of union-busting, has stalled negotiations on the issue for four years, and the 140 ITU members at the Star haven't had a pay raise during the period.

The ITU wants support from Capital Cities' stockholders, including union pension funds, to force the company to reverse its anti-union policies.

Ruined relationship

The Oil, Chemical & Atomic Workers members at Sinclair Oil of Wyoming have a bargaining history with the company that goes back to 1934. But the council said the company suddenly destroyed the relationship in 1980 with the launching of a "blatant, union-busting campaign."

The company, which also has hotel and resort holdings, abolished the union's role in arbitration of disciplinary disputes, cancelled dues check-off, refused to guarantee wage increases, transferred workers out of the bargaining unit and made unilateral changes in work assignments.

The council condemned the company's actions and urged union members to support the efforts of the 167 OCAW members to hold their union together.

The council removed from the unfair list, at the request of the Woodworkers, charcoal briquettes sold under the brand names CharKetts, Grill Time, Star Grill, along with Sparky lighter fluid.

EDITORIALS

Applied Reaganomics

DEREGULATION OF natural gas prices, President Reagan insists, will somehow result in lower prices for American consumers.

That's certainly good news to millions of families dependent on natural gas for heating. The utility bills they got after this winter's cold spells were staggering.

Of course, one reason for the big price jump has been the willingness of President Reagan's appointees to the Federal Energy Regulatory Commission to allow producers to pile price rise on top of price rise.

Just this past January, as the AFL-CIO Executive Council noted, the commission "allowed producers to add $3 billion in costs on top of current prices, even though prices were already high enough to cover producers' costs and give them tremendous profits."

And as the council also noted, the accelerated deregulation being sought by the Administration "would add tens of billions of dollars more to the nation's fuel bills."

Yet the President and his apologists continue to insist that once the inhibiting hand of government price regulation is lifted, prices will come tumbling down. The Administration even proposes to restrain the generosity of its own regulatory agency during an interim period and limit the price increases that can be passed on to consumers.

THE ADMINISTRATION conjures up a vision of gas producers just waiting for the heavy hand of government regulation to be lifted in order to lower their prices.

But why wait?

Unlike some other forms of regulation, there is a ceiling on natural gas prices, but not a floor. Nothing in the law prevents charging less than the upper limit set by a friendly regulatory agency.

Are we really supposed to believe that these producers are just waiting for the magic of deregulation to lower their prices?

This Administration stretches the limits of credulity. Surely if Congress wants to bring down costs to consumers, it would be better advised to pass legislation that would roll back price ceilings and extend meaningful price controls so as to assure both a fair return for producers and pipelines and fairer prices for America's consumers.

Fortunately, Rep. Richard A. Gephardt (D-Mo.) and a bipartisan group of his colleagues have proposed just that.

Excessive natural gas prices are stifling economic recovery as well as imposing new burdens on recession victims.

The proposed Natural Gas Consumer Relief Act is the answer, not a reckless deregulation.

Congress has a choice. But families that must heat and cook with natural gas don't.

Just an Old Softy

NEVER LET IT be said that our utility companies and the Reagan Administration are indifferent to the hardships of the unemployed and the needy when confronted with sharply higher gas bills.

The President, of course, has stressed the importance of reliance on private charity rather than government action to help the needy. And the Columbia Gas Co. in West Virginia is doing its share too.

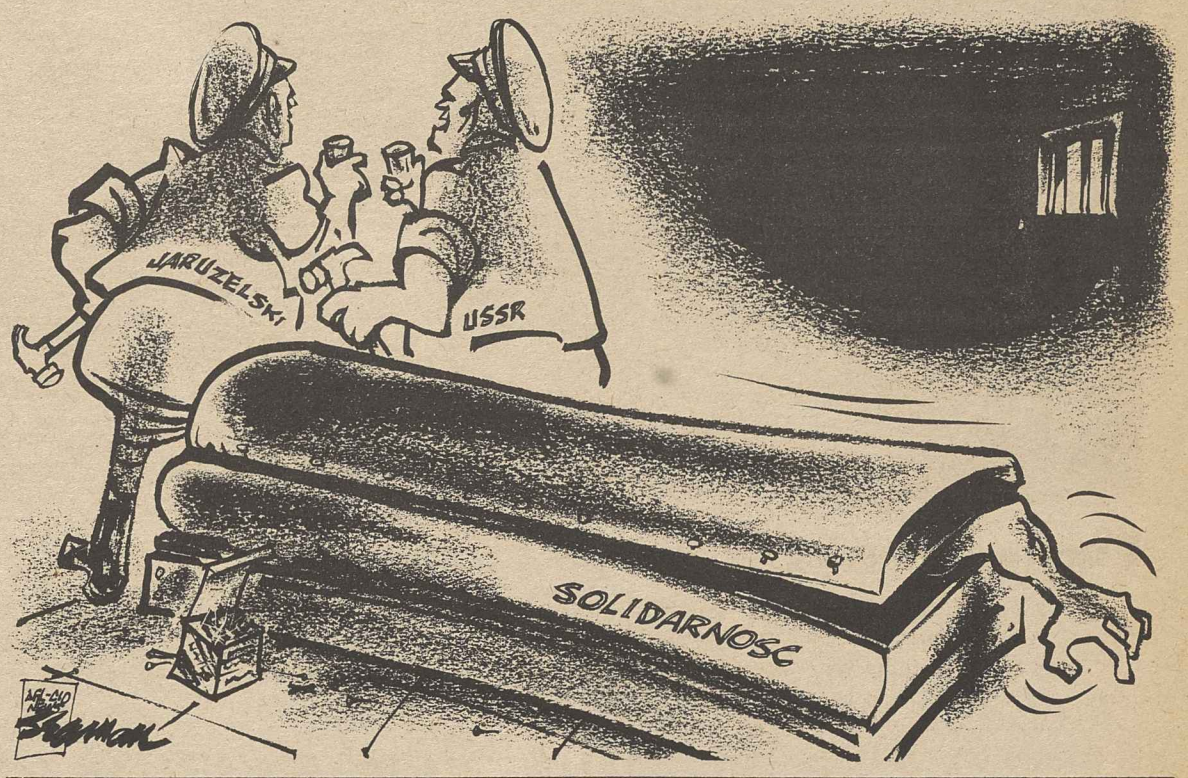
Rep. Robert E. Wise, Jr. (D-W.Va.) enlightened his colleagues in the House as to how the utility is dealing with the problem of customers who can't afford to pay their bills.

In mailing out its bills, it has included a separate form inviting customers to make a donation to a fund called, Help the Needy Keep the Heat On. As Congressman Wise noted, the utility isn't matching the donation or offering any concession. It merely wants its customers who aren't destitute to pay the bills of those who are.

How kindly.

Whoever said utility companies don't have a heart?

'Well, We Nailed It Down!'



Washington Window

Hard-pressed households can't meet steep gas bills

By Press Associates, Inc.

Although unusually mild in most regions of the nation, this winter has meant extreme hardship for millions of American households.

Climbing natural gas prices have been a special problem. Used by well over half the nation's low-income households, gas has risen in cost by an average 25 percent this winter, and by 40 percent and 60 percent in some areas. Areas of high unemployment have been among the hardest hit.

As many as 300,000 families have faced gas shut-offs for part or all of the winter because of their inability to pay gas bills, according to the Citizen/Labor Energy Coalition.

In addition to an "alarming" increase in shut-offs, "utility bill arrearages are now snow-balling, raising a serious question of whether many households will ever be able to catch up with their utility costs," the National Consumer Law Center reported.

Although natural gas prices have climbed by about 150 percent since the beginning of price decontrol in 1978, the Low-Income Energy Assistance (LIEA) program has remained at the same inadequate funding level.

Some of the victims

The plight of those caught between rising fuel bills and fixed incomes was profiled recently by the Consumer Law Center. These people include:

- Eileen Choiniere, 39, of Pittsfield, Mass., is disabled and receives $407-a-month in SSI (Supplementary Security Income) benefits. Her gas bills are averaging 40-50 percent of her SSI check. Rent takes another 45 percent of her income, leaving only 5 to 15 percent for food, clothing and medical needs.
- Matthew and Mary Bostick of St. Louis live with their daughter and three grandchildren in a four-room house. Their total family monthly income is $739. Their gas was cut off last April due to an unpaid bill of $870. Their only heat comes from donated space heaters. The couple suffers from arthritis. In December they received $184 in energy assistance, but the gas company won't reconnect them until they are totally paid up.

Actually, only about a third of 20 million low-income households eligible receive help in paying their heating bills from the LIEA program, according to government figures. The average assistance was only $182.

Administration cuts

Since it began in 1980, the program has been funded at less than $2 billion annually. Congress resisted Reagan Administration attempts to cut LIEA, already shrunk by inflation. For the coming fiscal year, the Administration wants to cut funding by over a third.

A recent study by the Consumer Law Center called "Out In The Cold" looked at the predicament of the jobless. "After the average unemployed worker has paid his home energy bill, there will not be enough left for other necessary expenses," it found.

In 19 states, jobless workers fortunate enough to be receiving unemployment benefits have less than $100 per week left for basic necessities, the study said. In 14 states, less than $75 remains, and in five states, less than $50-a-week.

"The situation is even worse for the millions of senior citizens and disabled persons who depend on SSI," the report said.

The LIEA program originally was supposed to be funded at a fixed percentage of the windfall profits revenue from oil and gas decontrol. Congress should fulfill that promise and double the program's funding.

Congress also should enact proposed legislation to boost funding for weatherization as part of a jobs package. To do less will put increasing numbers of Americans "out in the cold."

AFL-CIO news

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Vol. 28, No. 9 SATURDAY, MARCH 5, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
American Federation of Labor and Congress of Industrial Organizations

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Thomas R. Donahue, *Secretary-Treasurer*

Executive Council

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Presidential hopefuls

Special guests at the AFL-CIO Executive Council meeting in Bal Harbour, Fla. included Senators Alan Cranston (D-Calif.), left, and Ernest F. Hollings (D-S.C.), right, who met with the federation's officers to discuss their policies and positions on labor issues. Both are seeking the Democratic presidential nomination.

House funds 'first-phase' jobs package

Continued from Page 1

year but died in the Republican Senate. However, 70 House Republicans joined all but five Democrats in supporting the bill despite the Administration's opposition.

It would authorize $60 million for the balance of this year and $300 million a year thereafter for two programs employing young people on conservation, improvement and rehabilitation projects on public lands, Indian reservations and in urban areas.

Youth programs

One program would be aimed at summer work by youths 15-21. An older group, 16 to 26, would be employed for year-round programs.

With deadlines nearing for decisions of the Fiscal 1984 budget, Speaker O'Neill announced plans for a series of Democratic caucuses through mid-March to develop what he termed a "coherent" party program for "maximum economic growth and maximum fairness." One of the issues will be whether to press for tax changes, including a cap on the income tax reduction scheduled for next July, that would fund needed job creation programs.

Along with the emergency job funds, the House approved a non-controversial $5 billion appropriation sought by the Administration for advances to recession-depleted state unemployment insurance trust funds.

Scheduled for early action, as part of the social security measure being readied for the House floor, is a committee-approved extension of the federal supplemental unemployment insurance program. It would allow up to 10 additional weeks of benefits for persons who have already used up their entitlement under the present program, but at a reduced rate of two-thirds of regular benefits.

The social security bill approved by the House Ways & Means Committee includes with only minor changes the recommendations of the National Commission on Social Security Reform—supported by the AFL-CIO with the exception of the inclusion of new federal employees in the system.

Stand-off

A subcommittee that first acted on the measure included a "compromise" to deal with long-term financing that drew sharp criticism both from liberals opposed to a future change in the benefit formula and from conservatives who want to raise the retirement age rather than raise taxes or allow borrowing from general Treasury funds.

The committee is expected to seek a rule that will allow the House to vote on various options on the long-term funding issue.

Federal workers' charity drive bans advocacy groups

The once-a-year charity drive among federal and postal workers will be limited to the traditional health and welfare agencies and groups providing direct assistance to individuals and families.

The effect of a new presidential Executive Order, Office of Personnel Management Director Donald J. Devine said, will be to disqualify "advocacy groups, both left and right, that have been admitted to the Combined Federal Campaign."

The exact bounds of the 1983 campaign will be determined by OPM rules to implement the executive order, and decisions made on the qualifying organizations. But Devine made clear that the eligible organizations won't include the anti-union National Right to Work Committee.

Last year, a storm of protests from government workers and their unions followed the decision of an Administration-dominated advisory board to allow the Right to Work Committee's Legal Defense Fund and a flock of other far-right organizations to take part in the on-the-job solicitation.

Other groups

The Administration's defense at the time was that other "advocacy" groups, mostly with civil rights orientation, had previously been allowed into the campaign.

The AFL-CIO Executive Council promptly charged that inclusion of the union-hating group "totally perverts the concept of charity." With the assurance that groups such as the Right to Work fund would not be included in the United Way umbrella, the council stopped short of urging a boycott and instead called on employees to designate their contributions to make sure that these groups wouldn't get funds intended for a legitimate charity.

Community Services Director Walter G. Davis said the AFL-CIO will carefully scrutinize the draft regulations that OPM is preparing and make proposals for any needed changes.

Don't call us

Bal Harbour, Fla.—Meeting with the AFL-CIO Executive Council is not an "automatic privilege" of a Secretary of Labor, Federation President Lane Kirkland stressed to reporters.

Responding to suggestions from the press that the council had slighted Labor Sec. Raymond Donovan by not inviting him to its winter meeting here, Kirkland pointed out that in recent years, only two secretaries had met with the council more than once—George Shultz and Ray Marshall.

Besides Donovan, James Hodgson, Peter Brennan and W. J. Usery each appeared once, while John Dunlop did not meet with the council at all while he was Secretary of Labor.

Big Steel accord paves way for modernization of plants

Continued from Page 1

The union and the companies "did their thing," and now it's up to the government" to do its part, Odorcich said.

Steelworkers President Lloyd McBride, recuperating from a heart ailment, said he was pleased that an agreement was reached, and that the integrity of 40 years of collective bargaining in the industry was preserved.

Highlights of the settlement include:

- An immediate reduction in base hourly wages by $1.25, that will be restored in steps of 40 cents Feb. 1, 1984; 40 cents Feb. 1, 1985, and 45 cents Feb. 1, 1986.
- The cost of living adjustment formula remains unchanged, but adjustments will be foregone from now until July 31, 1984. Between Aug. 1, 1984, and July 31, 1985, if the Consumer Price Index rises 4 percent above its March 1984 level, COLA will resume under the existing formula of 1 cent an hour for each rise of three-tenths of 1 percent in the CPI. Adjustments will be fully restored by the end of the pact.
- Companies will increase their contributions to SUB funds from 17.5 cents an hour worked to 67.5 cents until Feb. 1, 1986, and 42.5 cents thereafter. Eligibility for guaranteed partial SUB payments, if the funds are exhausted, are expanded to cover more workers.
- Premium pay for Sundays will be reduced from time-and-a-half to time-and-a-quarter, but the higher rate goes back into effect May 1, 1986.
- Employees eligible for at least two weeks vacation in 1983 will forego one week this year only.
- Extended vacations (13 weeks for senior workers every five years) will be phased out permanently as will vacation bonuses paid to workers who choose to take off in non-peak months.
- As of October 1983, one paid holiday, United Nations Day, will be discontinued.
- The companies agreed to "apply the savings received from the moderations contained in this agreement exclusively to the needs of existing facilities covered by this agreement." The companies will provide annual reports to the union on how much they have saved as a result of the contract concessions and how the money was spent.

Early retirement

In other contract provisions, the union also gained an improved early retirement incentive. Workers aged 60 with at least 30 years of service, who retire before May 1, will be eligible for a $400 monthly supplement to regular pensions until they reach 62, or for at least 12 months, whichever is later, to a maximum of 21 months.

The union said some 10,000 members could be eligible, and if "significant numbers" take advantage of the new benefit, many younger workers now on layoff could be called back.

Over 140,000 Steelworkers are jobless and an estimated 21,000 more are working short hours.

Pension and health benefits were not reduced, and language was added to change the way pension benefits are calculated so that no one will be penalized by the temporary wage cut.

Job security improved

Improvements were also made in the rights of laid-off workers to retain seniority and to transfer to other plants. Provisions were added to reduce the contracting-out of work, like maintenance and new construction, during times of heavy layoffs.

The contracts cover some 266,000 Steelworkers employed by U.S. Steel Corp., Bethlehem Steel Corp., Jones & Laughlin Steel Corp., National Steel Corp., Republic Steel Corp., Inland Steel Co. and Armco, Inc.

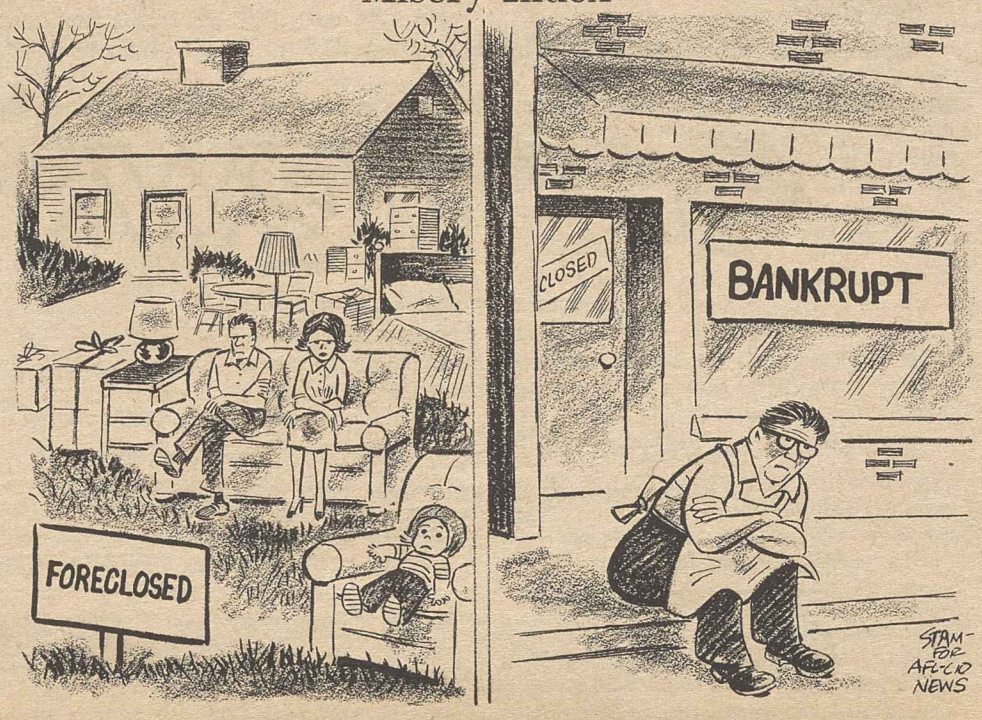
The agreement sets the pattern for about 200 smaller steel companies.

It applies "in full force" to all non-steel producing, non-raw materials units at the companies, but provisions are included for an early review of any special problems in those units. USWA said other local bargaining matters were also nearly wrapped up.

Although the previous contract had until Aug. 1 to run, both parties agreed to reopen bargaining early, partly to make sure they had a settlement before large U.S. customers began placing their 1983 orders. Some companies had hinted they would shop for steel overseas.

The union and the major companies had come to the bargaining table twice in 1982, but both times the union turned down company demands for cuts much deeper than concessions agreed to in the new pact.

Misery Index



Home foreclosure turns 'dream' into nightmare

By David L. Perlman

John Warnic's dream turned into a nightmare, but the testimony he gave to a House Banking subcommittee helped dislodge a labor-supported bill that could save tens of thousands of other recession victims from losing their homes.

When Warnic returned from Vietnam to a job as a tractor operator at the Jones & Laughlin steel plant in Aliquippa, Pa., he knew what he wanted most.

His "dream," he testified, was "to start a family, own a home." And it came about, but for all too short a time.

Warnic and his wife skimped and saved until they had enough money to put down a payment and move into their $37,000 dream home.

"We owned it for four years," he said wistfully. Then came the layoff, despite 19 years of seniority, and the nightmare began.

Stretched out

There was just no way to stretch unemployment insurance benefits to cover mortgage payments and all of their other expenses.

"With help from friends, relatives, I hung in there for a while," Warnic testified. Then, it became "impossible." The utility company wanted $100 "or they were going to shut my gas off. The same with the water, the same with the electricity. I had to give the home up."

Even now, he testified, the mortgage company is suing him. "They want court costs. They want attorney fees."

Since his return from Vietnam, Warnic told the subcommittee, "I never had anything more than a parking ticket. I did my share."

Another laid-off Steelworker, George Dowell, came from Baltimore to add his first-hand testimony to the plight of jobless Americans who can't keep up mortgage payments.

Dowell hasn't lost his home yet. But after a year and a half of unemployment, his benefits have run out and only emergency help from his union, USWA Local 2609, staved off foreclosure.

Last hope

"Where do you go with five children? You can't sleep in the car," he said. "So you are my last hope," he told the members of Congress.

Long unemployment also means loss of health insurance, and Dowell explained what that means: "My boy had to be taken to the hospital for stitches. I went there

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SATURDAY
VOL. 28, NO. 10
MARCH 12, 1983

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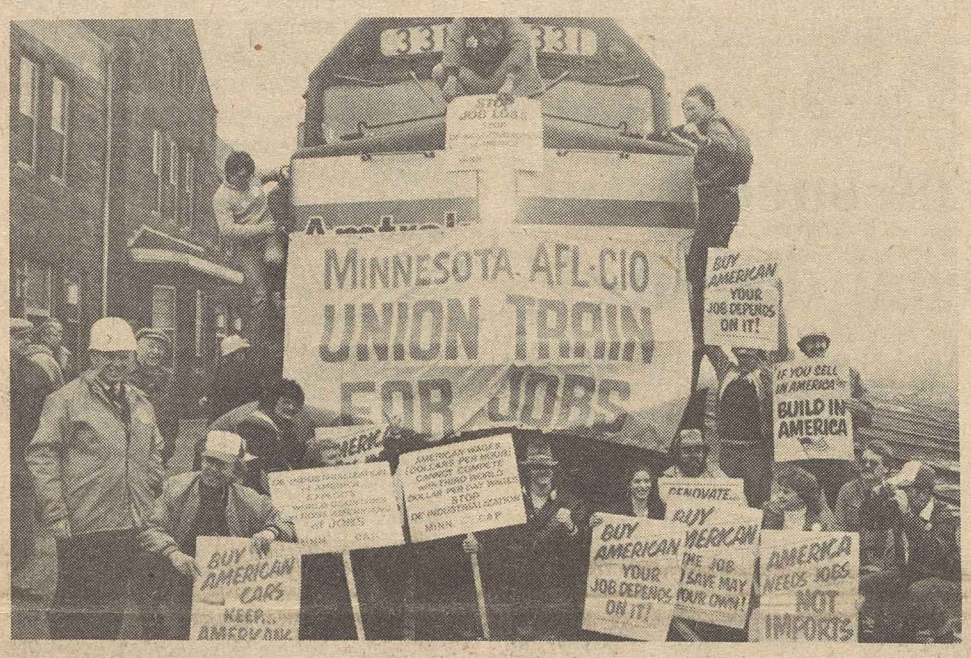

Minnesota jobs train

Packed with 200 unemployed workers, the Minnesota AFL-CIO's "Union Train for Jobs" drives home labor's call for more state and federal job programs. The train made the trip from St. Paul to Duluth for a Mar. 5 statewide jobs rally that drew nearly 5,000 persons and got a promise from state legislators that a jobs measure would be passed in the current session of the legislature.

House votes to lift retirement age for full social security

The House adopted the bipartisan recommendations of the National Commission on Social Security Reform to assure the solvency of the nation's primary pension system. But on a key 228-202 vote it added to the package a labor-opposed amendment that will compel most workers now in the labor force to postpone retirement or take a cut in benefits.

Before the vote, AFL-CIO President Lane Kirkland warned House members that the proposal to raise the retirement age to 67, in a phase-in that would start in the year 2003, would "break faith" with workers who should be able to "count on the benefits which they have been promised and for which they are paying."

It would also compel immediate reshaping of many private pension plans, Kirkland said, and would penalize the large number of workers who are forced into early retirement by poor health or unemployment.

Kirkland was a member of the Social Security Reform Commission and concurred in all its recommendations except for the inclusion of newly hired federal and postal workers under social security, starting next January.

Accelerated increases

Supporters of the federal worker position sought to delay action on that recommendation until a satisfactory pension supplement through the Civil Service Retirement System could be legislated.

But the bill was considered by the House under a restrictive rule that barred all amendments except for the retirement age proposal and a labor-supported alternative that would have substituted a future rise in the payroll tax.

Also included in the package that the Senate will now take up are an extension of the federal supplemental unemployment compensation program, which is due to expire Mar. 31, and a new method of paying hospitals for care of Medicare patients.

Added benefits

The unemployment insurance provision, although short of labor's standards of adequacy, will enable persons who have exhausted all available benefits to draw up to 10 weeks additional payments. And persons who have not yet received federal supplemental payments will be able during the balance of this fiscal year to draw from eight to 14 weeks of federal payments, depending on the severity of unemployment in their states.

Many of labor's objections to the Administration's original proposal to pay hospitals flat fees based on anticipated costs of treating patients for various categories of illness were resolved in the version adopted by the Ways & Means Committee and included in the social security legislative package. AFL-CIO Social Security Director Bert Seidman viewed the final version as "much improved."

In the battle over the retirement age, a key issue was whether a drastic change that would amount to a significant cut in benefits should be adopted in order to deal with a long-term projection of the funding problems the social security system will encounter in the 21st Century.

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Jobless rate holds at 10.4% as recession signs persist

By James M. Shevis

Unemployment remained unchanged at 10.4 percent in February, reflecting the continuing recession and the need for quick government action to spur direct job creation.

"The new unemployment figures show clearly that the chance at a job has not improved for American workers," AFL-CIO President Lane Kirkland declared.

Organized labor is seeking a massive infusion of federal funds to put unemployed Americans back to work. Kirkland said that congressional action to create jobs must surpass the "beginning step" $4.9 billion emergency job-funding bill passed by the House.

"The road to recovery has to be paved with results, not minor tinkering and wishful thinking," he said. "Employment is the 'indicator' that really counts."

The February unemployment data released by the Bureau of Labor Statistics revealed further signs of deterioration in the jobs market:

- The participation rate showing what proportion of the civilian population is employed dropped off by one-tenth of 1 percent, to 57.1 percent, indicating a slight withdrawal of people from the labor force.
- Civilian employment fell by 40,000 to

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The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

3/12/83

ILO scores Poland's union-busting

Geneva—The International Labor Organization charged that Poland's workers remain strapped in a totalitarian strait jacket despite the suspension of martial law and set an Apr. 15 deadline for Poland to provide "full and satisfactory" information on the fate of Solidarity members.

This was the thrust of the vote by which the ILO's Governing Body of worker, employer and government delegates adopted a report of its Committee on Freedom of Association.

While noting that the Polish government had suspended martial law since the Governing Body last met, the committee said that the "trade union activities which can be carried out in Poland today are still of a very limited nature."

Soviet bloc opposition

This new condemnation of the flouting by Poland's military regime of the ILO conventions on the right of workers to organize independent trade unions and to bargain collectively was opposed only by the Governing Body's four Soviet bloc representatives.

They cast dissenting votes as the Governing Body endorsed the committee's report and its accompanying ultimatum by a 46 to 4 count, with four abstentions.

Under the ultimatum, Poland has until Apr. 15 to receive a special envoy of ILO Sec.-Gen. Francis Blanchard to make an on-the-spot study of the fate of trade unionists and to determine the amendments needed to bring the labor code imposed by Gen. Wojciech Jaruzelski into conformity with the 150-nation ILO's conventions.

The Governing Body seconded the warning of its committee that Poland's failure to meet the deadline will oblige the ILO to resort to its ultimate weapon against recalcitrant member states: the naming of an independent committee of

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Postal workers rally

Labor's strong opposition to a proposal that would bring all new postal and federal employees hired after Jan. 1, 1984, under the social security system is spelled out by AFL-CIO Sec.-Treas. Thomas R. Donahue at a Postal Workers legislative conference in Washington. "This is just another example of us having to waste our substance, not to gain new benefits, but just to hold on to what we have," Donahue told the thousands of APWU members. APWU President Moe Biller warned that the civil service retirement system will lose one of its main funding sources if Congress decides to put the proposal into effect as part of the social security reform package.

Jobless rate stays high at 10.4 percent

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a seasonally adjusted 99.1 million, about the level that has prevailed since last October. By another measure, the number of people holding down jobs last month fell by 180,000.

- The number of unemployed civilian workers, meanwhile, increased four-tenths of 1 percent, or by 44,000, to an adjusted 11,490,000 after falling 4.9 percent in January, or 590,000, to 11,446,000.
- While there was little over-the-month change in unemployment among the major labor force groups last month, the exception was a three-tenths of 1 percent increase in the jobless rate for adult men. The rate for these traditional breadwinners was 9.9 percent in February.
- The length of the average workweek declined sharply to 34.4 hours from 35.1 hours in January. The drop followed a rise of three-tenths of 1 percent from December to January. Shorter workweeks last month were recorded in manufacturing, wholesale-retail trade and services.

BLS does not include part-time workers and so-called "discouraged" workers in its calculation of unemployment. If it did, the count of joblessness would be much higher.

Reported by the government on a quarterly basis, the number of discouraged workers—those who have given up looking for jobs because they think none is to be found—was 1,849,000 at the end of December. The number of workers employed part time in February because they could not find full-time work was 6,481,000.

16.7 million jobless

AFL-CIO economists calculate that if one-half the number of part-time workers plus all the discouraged workers were added to the official BLS count, the jobless rate last month was 14.8 percent with 16.7 million people unemployed.

Since the start of the Reagan Recession in July 1981, factory payroll jobs have declined by 2.2 million. About 550,000 of the jobs lost were in the steel, auto, textiles, and apparel industries.

Of the 11.5 million people officially out of work last month, half were adult men, 34 percent adult women, and 16 percent teenagers. Although the median duration of unemployment declined in February to 9.6 weeks, the number of persons unemployed for six months or longer remained at 6.7 million.

There was some improvement for black workers last month. Their jobless rate dropped from 20.8 to 19.7 percent, with the gain shared equally by men and women. Black teenage unemployment, however, was 45.4 percent.

Among whites, the jobless rate rose slightly from 9.1 to 9.2 percent; for Hispanics, the unemployment rate continued to inch upward, rising from 15.5 to 15.8 percent over the month.

National policy urged to govern cable television

Bal Harbour, Fla.—The rapid spread of cable television systems calls for the development of a national policy to assure that such systems first "serve the general public interest rather than any particular interest," the AFL-CIO Executive Council said.

In a resolution referred to it by the 1981 convention, the council pledged that the AFL-CIO will work for legislation and regulations to govern cable television. The council said these should assure, among other things, that public access channels are made available on a non-discriminatory basis and that where cable systems have enough channel capacity, a share is reserved for organized labor to distribute programming from local and national sources.

Another referred resolution, approved by the council with an amendment, reaffirms support of improved educational opportunities for workers and endorses the concept of "education advisers" to help workers continue their education, such as the Labor Education Advisory Services of the Dept. for Professional Employees.

In other action on resolutions referred by the convention, the council voted nonconcurrence with a measure dealing with "highly technical matters relating to radiation protection standards" and held in abeyance resolutions relating to the Typographical Union's dispute with the Paterson, N.J., News and to congressional and state legislative redistricting. The council found that developments and policy positions adopted since the convention have eliminated the need for action on resolutions dealing with AT&T, airline deregulation and tax policies affecting U.S.-flag shipping.

Sanctions lifted from Retail-Wholesale Union

Sanctions required under the AFL-CIO International Disputes Plan have been removed from the Retail, Wholesale & Dept. Store Union, President Lane Kirkland has informed federation affiliates.

Kirkland said the union "has fulfilled in all respects" the requirements of Section 16 of Article XX of the AFL-CIO Constitution dealing with removal of sanctions imposed for non-compliance with the decision of an impartial umpire. The sanctions had been imposed on May 13, 1982.

The RWDSU is now "in full compliance with Article XX and entitled to full protection under the Internal Disputes Plan as well as all other rights enjoyed by AFL-CIO affiliates in good standing," Kirkland said.

Mediation proves successful in settling internal disputes

Bal Harbour, Fla.—A marked increase in the successful resolution of internal disputes through mediation occurred in 1982, the first year in which disputes were handled by a permanent mediator.

In his annual report to the Executive Council on the operation of the Internal Disputes Plan under Article XX of the AFL-CIO Constitution, Sec.-Treas. Thomas R. Donahue noted that since the plan was instituted in 1962, mediation has proved successful in settling 1,248 cases, or 56.3 percent of the total.

Since February 1982 when John N. Gentry became permanent mediator under the plan, the mediation process has brought resolution of 32 cases, or 71 percent of the total.

The report showed that 60 new cases were filed during 1982 and 29 remained pending at the end of the year. Umpires' determinations found violations in five cases and no violations in eight, with two cases pending at that level.

Appeals pending

Fourteen appeals were pending at the start of the period and eight new appeals were filed. At the subcommittee level, the determinations of impartial umpires were sustained in 13 cases, appeals were withdrawn in two cases and seven remained pending.

There were 24 non-compliance complaints pending at the start of the period and two filed during the year. Subcommittee action achieved compliance in three cases and found non-compliance in one. Two complaints were withdrawn, and eight cases remained actively pending, while 12 others were listed as non-active.

Four affiliates were listed as in non-compliance and subject to Article XX sanctions: the International Typographical Union, the Graphic Arts International Union, the National Association of Broadcast Employees & Technicians, and the Retail, Wholesale & Dept. Store Union. Sanctions have since been removed from the RWDSU. **(Story, this page.)**

Extensions granted

In other actions, the Executive Council approved recommendations of its Article XX Review Committee to grant a number of extensions of Article XX jurisdictional protection in situations where active organizing campaigns are under way but election petitions cannot be filed because of contract restrictions or other rules.

The affiliates involved in these extensions are the State, County & Municipal Employees—Massachusetts State Service Unit 5 to August 1984; City of Lawrence, Mass., to September 1985; Warm Springs, Mont., State Hospital to August 1983; Massachusetts State Service Unit 9 to August 1984; Maine State Employees Operators & Maintenance Unit to August 1983; and Gibralter, Mich., School District to August 1983.

Also, Firemen & Oilers—Prince Georges County, Md., School Employees to August 1983, and Utility Workers—Jim Bridger Coal Mine, Rock Springs, Wyo., to August 1984.

1982 action

At its August 1982 meeting, the council approved three-year extensions of Article XX protection to unions engaged in active campaigns to recapture bargaining rights. These include AFSCME—Governor's State University in Illinois; Peoria, Ill., Sanitary District; Aurora, Ill., police; Northern Illinois University clericals; Jackson County, Mo., jail and juvenile court employees; Massachusetts State Service Unit 3; Eastern Illinois University clericals; and Rhode Island correction officers.

Also, Air Line Pilots—Continental Airlines flight attendants and Wien Air Alaska flight attendants; Auto Workers—Royal Typewriter plants in Connecticut; International Brotherhood of Electrical Workers—St. Joseph's Hospital, Tacoma, Wash., technicians' unit; and Machinists—Giddings & Lewis, Fond du Lac, Wis.

'Yes, We're Planning House Calls!'

Federation endorses illegal alien barriers coupled with amnesty

By Susan Dunlop

With some modifications, a new immigration bill being considered by Senate and House committees should become law, AFL-CIO President Lane Kirkland urged.

The AFL-CIO has been a long-time supporter of better immigration laws that are "consistent with the needs and goals of American workers" and that deal compassionately with the problems of illegal aliens and refugees, Kirkland told a Senate Subcommittee on Immigration.

He said the bill, introduced by Subcommittee Chairman Alan K. Simpson (R-Wyo.), similar to a measure the Senate passed in the last Congress, contains a number of provisions that the AFL-CIO believes are essential.

These include a prohibition against hiring illegal aliens, backed by penalties for any employer who does, and by a forgery-proof identification system for all legal workers.

House measure

A companion bill has been introduced by the chairman of the House Subcommittee on Immigration, Rep. Romano L. Mazzoli (D-Ky.), and AFL-CIO Sec.-Treas. Thomas R. Donahue presented the federation's position before that panel.

The AFL-CIO also supports a "generous" legalization program for undocumented workers already long-settled here, protections against discrimination in hiring for all legal alien workers, tightening up of existing temporary work visa programs, and better funding and staffing for the Immigration & Naturalization Service, Kirkland testified.

He stressed that the AFL-CIO strongly opposes any kind of "guest worker" or "bracero" schemes calculated to undercut U.S. wages and working conditions.

The AFL-CIO testimony also called for humane and "color blind" enforcement of immigration and refugee laws, pointing to the "widespread perception" that Haitian refugees have been mistreated in the United States.

Legal recourse

The bill should be modified to make it possible for private parties to sue employers who knowingly and repeatedly hire illegal workers or who discriminate against legal alien workers, and the Attorney General should be given authority to obtain injunctions against such employers, Kirkland said.

He also called for stronger language to assure that worker verification documents cannot be held back, or revoked, from anyone—except on the grounds that the worker is proven after due process of law to be in the country illegally. Donahue made the same points in his testimony.

The AFL-CIO testimony urged that the bill's "two tier" legalization program be scrapped in favor of a more generous plan. The measure would now grant permanent resident status to illegal aliens who came to this country before Jan. 1, 1977, but only temporary residence to those who entered between that date and Jan. 1, 1980.

Kirkland cautioned that such a system "offering citizenship in different degrees" would create "a host of human and administrative problems" and continue the victimization of an "underclass made up of those whose fear of deportation makes them vulnerable to exploitation by unscrupulous employers."

Jobs magnet

The Select Committee on Immigration & Refugee Policy, which completed a two-year study of the problem in 1980, concluded that the lure of jobs is the biggest magnet that has drawn the estimated three to six million illegal aliens to the United States.

The most important deterrent to illegal immigration is employer sanctions, Kirkland said, but he told the committee that "any bill worth passing" must deal with the fears that enactment of sanctions will lead to discrimination in hiring.

A counterfeit-proof identification system for all legal workers would give employers an easy way to verify who is eligible to be hired, but it must be backed by protections so that employers can't use the fear of the penalties as an excuse not to hire legal aliens or other citizens who "look foreign."

Universal coverage needed

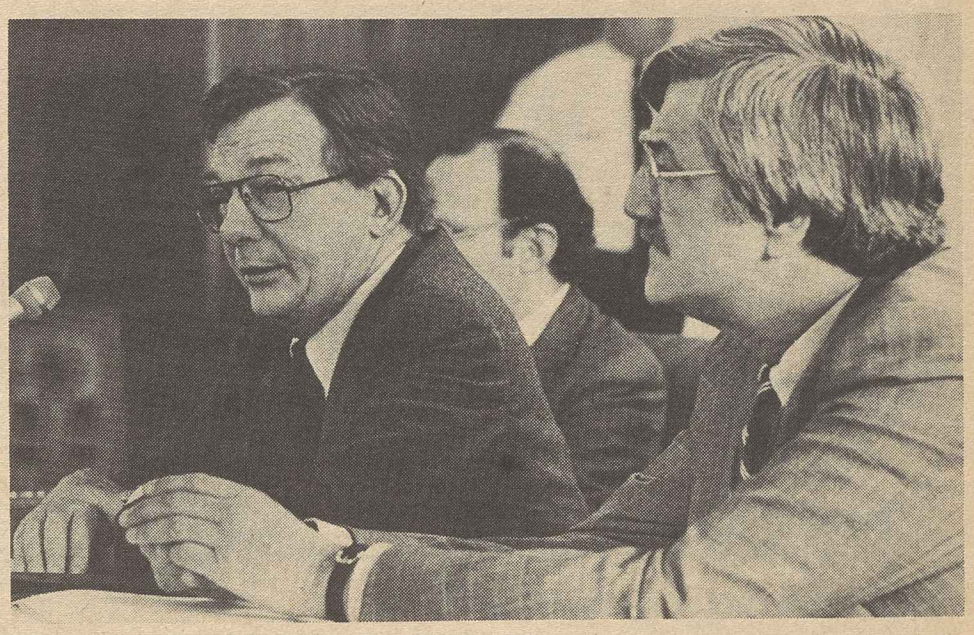
Although the current bill offers some safeguards, it falls short, Kirkland said, when it provides an exemption from the requirement for checking documents to companies that employ three or fewer workers. The "universality" of that requirement is an "indispensable" protection, he stressed.

Kirkland underscored the AFL-CIO's continuing strong objection to any form of "guest worker" program, and he called for stricter limitations on existing temporary work visa regulations.

Kirkland brushed aside claims made by agricultural employers that they are so dependent on a steady supply of both undocumented and "H-2" workers that they will suffer if their supplies are cut off.

"We cannot comprehend such an argument at a time of unprecedented unemployment and want. We know first hand, we read in the daily press, and we see on television great numbers of persons pleading for a job, any job," Kirkland said.

He warned that enforcement must remain a federal function and urged increased funding for border patrols and other Immigration & Naturalization Service protection. That "long under-funded and under-staffed agency" needs better pay, improved working conditions and the resolution of long-standing labor-management disputes, Kirkland said.



For immigration reform

AFL-CIO Pres. Lane Kirkland testifies on immigration bills at Senate hearings. With him are Legislative Director Ray Denison, right, and Special Counsel Laurence Gold. AFL-CIO Sec.-Treas. Thomas R. Donahue presented similar testimony at House hearings.

House social security vote would raise retirement age

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Labor supported the approach taken by Rep. Claude Pepper (D-Fla.), which was backed also by the broad-based Save Our Security coalition. It would have scheduled a rise of 0.53 percentage points in the employer-employee payroll tax, starting in the year 2010. This approach would have enabled Congress to eliminate the tax rise if conditions should allow.

This could occur if long-term projections turn out faulty, as they have in the past or a future Congress decides instead to inject a share of direct government payment into the social security trust funds—a step long urged by the AFL-CIO.

The proposal to raise the retirement age was initiated by Rep. Jake Pickle (D-Tex.), chairman of the Ways & Means subcommittee dealing with social security. But it was essentially a Republican proposal, endorsed by the GOP leadership and strongly opposed by House Speaker Thomas P. O'Neill, Jr. On the rollcall, 152 Republicans and 76 Democrats supported the rise in the retirement age. It was opposed by 188 Democrats and 14 Republicans.

296-132 defeat

The Pepper amendment was then beaten, 296-132. If both proposals had been rejected, the House would have been left with a compromise version included in the Ways & Means Committee bill that would have combined a small future tax rise with a subsequent reduction in the formula for computing benefit payments.

As passed by the House, the higher retirement age would affect persons reaching the age of 65 by the year 2003.

Starting in that year, the age at which social security benefits can be paid to retirees without an actuarial reduction would be raised by two months a year, reaching age 66 in the year 2009. It would remain at that level until 2027, when a new phase-in would raise the age to 67 by the year 2027. Persons retiring at age 62 would have benefits reduced on an earlier schedule, starting in the year 2000.

Workers could still draw benefits if they retire at age 62. But their checks would amount to 70 percent of full benefits instead of the present 80 percent.

The Senate will be considering the social security package without any restrictions on amendments. But the Republican leadership is expected to resist any major deviation from the House version.

Revenue raisers

While the spotlight in the House debate was on the controversial retirement age issue, the bulk of the bill dealt with revenue-raising measures recommended by the bipartisan commission. By themselves, they would meet the system's needs for the near future and two-thirds of the projected long-term deficit.

These are the principal ingredients:

- The cost-of-living adjustment that is due this July would be delayed until January. Future adjustments would then be paid each January.
- Higher-income beneficiaries will be taxed on one-half of their social security benefits, which are now fully tax-free. This would affect only those whose taxable income (including one-half of social security benefits) exceeds $25,000 for an individual or $32,000 for a couple.
- Employees of all non-profit organizations would be brought under the social security system. State and local government agencies that have chosen to come under social security coverage would not be allowed to withdraw from the system, as they now can. Starting next January, newly hired federal and postal employees would be covered by social security.
- There would be a slight acceleration of payroll tax increases already scheduled. Next year, employers would pay at 7 percent instead of 6.7 percent but the government would contribute to the social security fund an amount equal to the added tax on employees. The only other change would come in 1988 and 1989, when the now scheduled 7.15 percent rate would be raised to 7.51 percent.
- Self-employed persons would have to pay the combined employer-employee payroll tax, instead of three-fourths of that amount. But they could deduct the half of the tax normally paid by the employer as a business expense.
- The benefit formula would be changed to eliminate "windfall" benefits to persons whose retirement income comes from pension systems for non-covered employment such as civil service retirement.
- The government would make a one-time payment to compensate the social security funds for the costs of benefits based on military service and for the value of uncashed social security checks.

OSHA noise rule called ineffective

The Reagan Administration's revised noise exposure regulation was branded a "watered-down ear-plug standard" that would provide workers no effective protection from hearing loss.

AFL-CIO industrial hygienist Margaret Seminario charged that the Occupational Safety & Health Administration's amended provisions which take effect Apr. 7 "are a sad commentary" on a 1975 proposal to reduce workplace noise.

OSHA said employers will save $81.4 million per year over the costs assessed to the noise standard issued in the waning days of the Carter Administration. That standard was among a number of regulations "frozen" by President Reagan's Executive Order in 1981.

"OSHA's claim that the revised regulation offers the same protection at less cost just isn't true," Seminario said.

The new standard provides less comprehensive employee training and record-keeping and more leeway for industry in conducting the hearing conservation programs of noise monitoring and hearing testing.

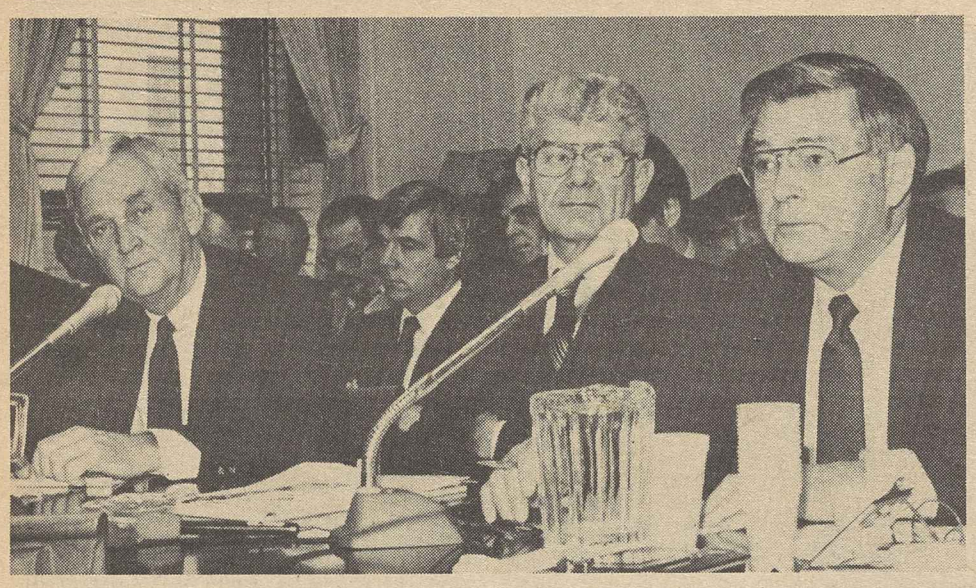
OSHA Administrator Thorne G. Auchter said the largest savings would come from changes in the noise monitoring and the audiometric testing requirements. Companies will be allowed to provide area monitoring with a fixed location device, rather than attaching monitors to each worker. Individual monitoring would only be required where area monitoring is deemed "inappropriate."

OSHA contended that the new rules will reduce work-related hearing loss from about 1 million cases to just one-sixth that amount.

"What's really needed to protect workers—and what the labor movement has been seeking for more than 10 years—is a noise standard that actually reduces workplace noise exposure levels through engineering methods," Seminario said. "Unfortunately, under this Administration, such real protection is highly unlikely, and hundreds of thousands of workers will unnecessarily suffer hearing loss."

The 1974 standard on noise, which was largely unenforced, had a 90-decibel, time-weighted limit on a worker's exposure for an eight-hour day. That limit is now set at 85 decibels, but the method of reducing noise exposure has been to shield the worker's ears from the noise, rather than to reduce the noise-level that emanates from the workplace machinery, Seminario said.

OSHA estimated that implementation of the standard will cost industry less than $40 a year per worker. The rule will cover only 5.1 million workers.



Pension safeguards

Railroad retirement changes are supported by the Railway Labor Executives' Association at House hearings. From left, RLEA Chairman Fred A. Hardin, Counsel William G. Mahoney and Ole M. Berge, chairman of RLEA's retirement committee, stressed the effect unemployment has had on the pension fund.

Investment trust approved to fund union-built housing

Bal Harbour, Fla.—The AFL-CIO Housing Investment Trust has been authorized by the Securities & Exchange Commission to begin operations, Sec.-Treas. Thomas R. Donahue reported to the Executive Council at its winter meeting.

Donahue also released a prospectus for the trust, spelling out its purpose as a vehicle for the investment of union labor pension funds in long-term housing mortgage loans insured or guaranteed by the government.

The loans will finance union-built single-family home, rental housing projects and nursing homes. By increasing the amount of financing available for such projects, the trust will create job opportunities for union workers in the construction trades and supplier industries while stimulating the production of needed housing.

The Housing Investment Trust is an entity separate and distinct from the AFL-CIO's existing Mortgage Investment Trust, which is engaged in financing federally insured construction loans, generally short-term loans to contractors. The new Housing Trust will concentrate on long-term first mortgages with interest rates within the prevailing market range.

The Declaration of Trust filed with the SEC specifies that lending operations will not begin until $10 million worth of shares have been purchased by investors.

The Housing Investment Trust has been more than two years in development. Besides Donahue, its joint board of trustees includes AFL-CIO President Lane Kirkland, Vice Presidents Lloyd McBride, J. C. Turner, John Sweeney and Patrick Campbell, and Robert Georgine, president of the Building & Construction Trades Dept., with provision for seven management trustees.

Neutral member

The neutral chairman is Floyd Hyde, former Under Secretary of the Dept. of Housing & Urban Development and a former mayor of Fresno, Calif., who is now a consultant to a number of city governments.

At a recent meeting, the trustees appointed John Evans to serve as chief executive officer and financial manager of the Housing Investment Trust. Evans is a former secretary of the Arizona AFL-CIO and for several years was manager of the federation's Mortgage Investment Trust before entering government service. He has been assistant to the Secretary of HUD for labor relations and head of the Federal Housing Administration office in Phoenix.

Union-management plan

House panel supports rail pension changes

A union-management plan to avert a sharp cutback in railroad retirement benefits has won the support of the House Energy & Commerce Committee despite Administration objections to some of its provisions.

Recession-linked unemployment, coming on top of the long-term decline in railroad jobs, has created a funding crisis that will compel a sharp reduction in benefits next October unless additional revenues are found.

The plan negotiated by railroad unions and management includes higher payroll tax on both workers and employers. It trims back retirement benefits and raises the minimum age for retirement with full pension after 30 years of service from 60 to 62.

Other provisions include government payment of an overdue obligation to the retirement fund and authorization for Treasury borrowing to meet unemployment insurance obligations.

Unemployment factor

In the railroad industry, unemployment insurance is funded through the retirement fund, not by the states, and the big jump in unemployment has both severely drained the fund and sharply reduced its revenues.

In testimony before the committee, the Railway Labor Executives' Association, stressed the impact of a 25 percent reduction in railroad employment between July 1981 and January 1983.

Ole M. Berge, president of the Maintenance of Way Employees and chairman of the RLEA's retirement committee, said railroad employment during that period had dropped from 514,000 to 338,000 while the number of retired workers drawing pensions has reached the one million mark.

40-percent cut

As required by law, the Railroad Retirement Board has served notice that under existing funding, "Tier II" benefits would have to be cut 40 percent this October and another 40 percent a year later.

The retirement system's Tier I benefits are comparable to social security and Tier II represents the equivalent of a private pension plan. While the entire system is financed by the industry and its employees, it is administered by the government's Railroad Retirement Board and its tax structure and entitlements are written into federal law.

Railroad union and management officials stress that part of the system's funding problems has stemmed from a congressional decision to allow dual payments to persons with working time under both social security and railroad retirement coverage and guaranteed the payments.

Past obligations

The dual payments were large eliminated in 1981 but past obligations are still owed by the government, the parties contend.

The House committee agreed and included in the bill a $2 billion federal payment to make up for this.

Railroad workers are not covered by state unemployment insurance program. Their unemployment and sickness benefits of $25 a day for most workers are paid through an unemployment insurance fund financed by an employer-paid payroll tax, currently amounting to 8 percent of the first $400-a-month of wages.

Funds from Treasury

Because of the sharp rise in unemployment, this fund has had to borrow from the separate retirement fund in order to meet obligations. A feature of the pending legislation, which the Administration opposes, would allow direct borrowing from the Treasury to meet unemployment insurance obligations.

For Tier I benefits—essentially social security coverage—both employees and employers pay 6.7 percent of earnings.

The Tier II additional pension benefits are now funded by an employer tax of 11.75 percent and an employee tax of 2 percent, both on a wage base slightly under the social security maximum.

Under the agreed-on legislative proposal, the Tier II payroll tax would be raised 1 percent for employers and three-fourths of 1 percent for workers on July 1, 1984, increased by that rate again the following year, with a third-year increase in July 1986 if necessary for the fiscal health of the fund.

Deferred adjustment

Other money-saving adjustments would include a six-month deferral of cost-of-living adjustments to retirees paralleling the one-time COLA delay provided in the social security bill that was passed by the House.

A joint statement by Berge and RLEA Chairman Fred Hardin said the legislation is urgently needed to prevent a substantial reduction in payments to the one million beneficiaries and to assure future benefits for active employees.

The program's financial crisis, they stressed, was brought about by the severity of the recession, which reduced revenue to the retirement and unemployment funds by 25 percent over just 18 months.

While the legislation has cleared the House committee with primary jurisdiction, its tax features must still be acted on by members of the Ways & Means Committee.

Dock union upheld on containers

The National Labor Relations Board reversed itself on the long-disputed cargo containerization rules negotiated by the Longshoremen and management shipping associations, saying they have the lawful objective of preserving work traditionally performed by ILA members and do not violate the Taft-Hartley Act.

A three-member NLRB panel, including former Chairman John C. Miller, unanimously enclosed the October 1981 decision of its administrative law judge, Joel Harmatz, who had upheld the legality of the "Rules on Containers" as a valid "work preservation" device intended to cushion the impact of containerization on waterfront employment.

Harmatz had also upheld the ILA and the shippers on a second major point—the right of shipping lines to control the containers they own or lease, and negotiate contracts denying the use of those containers to off-pier consolidators using non-ILA labor.

50-mile rule

In his recommended decision, which the board has now affirmed, Harmatz upheld the rule which provided that containers with freight of more than one shipper moving to or from a point within 50 miles of a port must be "stripped and stuffed"—the waterfront term for unpacking and loading the containers—by ILA members at the piers.

At the same time, the NLRB agreed with Harmatz's finding that the rules were applied unlawfully to certain motor carrier and warehouse practices in the ports of Baltimore, Miami, and Hampton Roads, Va.

Rules misapplied

The board said that the container rules as applied to "short-stopping"—the packing or unpacking of full shipper loads by trucking companies at their own freight stations to meet the needs of highway routing—and as they applied to certain traditional warehouse practices have an illegal work acquisition objective.

All the parties involved are appealing different aspects of the ruling that they consider contrary to their interests in the case. Two of the shipping groups joined the ILA in petitioning the U.S. Circuit Court of Appeals in Washington, D.C., to review that part of the decision that limits application of the rules to some trucking company and warehouse functions. The American Trucking Association, which had strongly opposed the rules, has asked the 4th U.S. Circuit Appeals Court in Richmond, Va., to review the NLRB opinion also.

The container rules, adopted through collective bargaining in 1973, apply to ports from Maine to Texas. They have been contested in several courts and, except for a six-week period in 1981, have not been implemented because they have been under court injunction.

The controversy over the rules developed in the late 1950s, when shippers began to use large, reuseable metal containers which could be loaded or unloaded with cargo away from a pier. Shipping lines generally owned or leased the containers but released them for loading or unloading away from the pier to owners of the cargo, consolidators, and warehousers.

The new container technology permitted shippers to bypass longshoremen in the consolidation and handling of cargo, and the ILA negotiated the "Rules on Containers," first with the New York Shipping Association, to protect its members.

The issue before the NLRB was whether the rules were a legitimate form of work preservation and not an illegal secondary boycott as some opponents charged.

1973 challenge

The rules were first challenged in 1973, and the NLRB originally held that they violated the Taft-Hartley Act, maintaining their purpose was not to preserve the jobs of ILA members but to acquire work performed by employees of the consolidation firms. A federal appeals court reversed the NLRB finding, however, saying the board failed to consider the longshoremen's traditional work patterns.

The case went to the U.S. Supreme Court which, in 5 to 4 decision, upheld the appellate court and directed the NLRB to examine the relationship between the work as it existed before the new technology and the agreement proposing to preserve it.

Yetta Riesel of TNG dies, helped organize CLUW

New York — Yetta Riesel, former research and information associate for the Newspaper Guild, died here after an illness of several weeks. She was 66 and had retired in the fall of 1981 after 33 years on the Guild's staff, where she served chiefly in research positions.

She was a member of the committee that planned the formation of the Coalition of Labor Union Women and was the Guild's delegate to the founding convention of CLUW in 1974. She is survived by her brother Victor.

Recession's victims face loss of homes

Continued from Page 1

with no insurance, no nothing. And while he was sitting there bleeding, I have to go talk to somebody about how I am going to pay that bill."

Rep. Fernand J. St Germain (D-R.I.), who is chairman of both the full Banking, Finance & Urban Affairs Committee and its Subcommittee on Financial Institutions, thanked Dowell for his testimony. It couldn't have been easy for Dowell to tell his story in such a public forum, he suggested.

"It's like death," Dowell replied.

Rep. Henry B. Gonzalez (D-Tex.), who heads the Subcommittee on Housing, saw the hearings as the momentum needed to bring out a bill that he and St Germain had introduced. It would authorize $760 million for federal loans to prevent foreclosures when inability to pay results from job loss or other unanticipated loss of income, such as illness.

Clears committee

His subcommittee approved the measure on Mar. 8 and the full committee cleared it just two days later.

It would require mortgage holders to inform persons in risk of foreclosure of the availability of the government loan program. The Dept. of Housing & Urban Development would then have 45 days to decide whether to grant a loan at an interest rate not higher than 10 percent. Loans would be limited to persons with a reasonable prospect of picking up their mortgage payments and repaying the government when conditions improve.

The Administration opposes the legislation, contending that the recession is ending and it's not needed.

At the House hearings, Steelworkers Legislative Director John J. Sheehan pressed for quick action.

How can Congress consider legislation "to bail out the international banking community" for loans to countries that can't pay their debts while allowing foreclosure of the homes of unemployed workers who can't pay their mortgages? Sheehan asked.

John Warnic and Susan Ostek tell a House panel how their American dream of owning a home was transformed into a nightmare by foreclosure.

Thomas Snover, community services director for the Auto Workers, termed the sharp rise in foreclosures and forced sales of homes "a national tragedy."

He said federal loans "to aid people in areas of high unemployment would be far less costly to financial institutions, home owners, local communities and society than allowing thousands to lose their possessions that some have worked a lifetime to acquire."

Brisk sales

The sheriff of Lorain County, Ohio, said the impact of the recession on Cleveland suburbs has made him the county's "realtor of the year."

Sheriff James A. Mertz sold 226 homes in foreclosure proceedings in 1980, he said, and the number has been rising sharply with every notch in the unemployment rate. Unless Congress acts, he predicted, next year's foreclosure actions will probably reach 1,100.

Some saved

From Pittsburgh, Allegheny County Sheriff Eugene L. Coon said that with the concurrence of an understanding judge, he has been able to remove a number of homes from the foreclosure sale list. But some 2,000 of the 240,000 mortgages in the metropolitan area are currently in foreclosure, he testified. Another 15,000 are delinquent and 45,000 are near-delinquent.

"If people cannot turn to their government in a time of crisis, where can they turn?" he asked.

That's the question that others in the panels of witnesses who spoke from personal experience were also asking.

John Sullivan, a truck driver from Brookpark, Ohio, has gone as far as Corpus Christi, Tex., seeking work.

He tried to put aside money from his unemployment compensation for mortgage payments. But "some medical bills came up and the doctors wanted their money."

When he tried to make a half-payment after he had fallen three months in arrears, the bank wouldn't take it, he testified. "They wanted the full payment, plus the three back payments plus the late charge."

Now, Sullivan testified, he is seven months behind and faces imminent foreclosure.

Stress on family

Susan Ostek, the mother of four children, came from Teaneck, N.J., to testify to her family's struggle after her husband first was cut back to part time and then lost his job when the shop where he worked as a mechanic "closed up entirely."

Finally, their debts mounted so they had to file for bankruptcy in an effort to save their home.

There were farmers and professionals with comparable first-hand stories. And there were faces to match the statistics that show increased social problems matching the rise in unemployment.

After Katherine Garrison and her husband were both laid off from their jobs with Bethlehem Steel Corp. in Baltimore, she testified, "the pressure got to be too much for us. We started fighting constantly and we split up."

Committee Chairman St Germain explained why recession victims as well as banking and housing experts had been asked to testify:

"These are hard-working American families that have saved to buy and maintain their homes. It is wrong to allow economic conditions, far beyond their control, to destroy these people. These foreclosures, unless checked in some manner, threaten the very fabric of neighborhoods and communities."

NLRB policies seen aiding double-breasted companies

Construction workers are being denied their right to union representation by double-breasted contractors whose operations flout the intent of federal labor law, union leaders charged at House hearings.

Building & Construction Trades Dept. President Robert A. Georgine and Operating Engineers President J. C. Turner testified to the havoc wrought by the National Labor Relations Board's interpretation of the law.

They cited NLRB decisions dating back to the early 1970s that opened the way for construction firms to switch at will from union to non-union operation. These double-breasted firms set up non-union subsidiaries that the NLRB has held are not bound by the parent company's pre-hire agreements with unions.

"A system which permits an employer to evade his written agreement by merely setting up a new company to perform the same work on a non-union basis is just plain wrong," Georgine insisted.

Turner told the House Labor-Management subcommittee that pre-hire agreements were specifically authorized by Congress for the construction industry because the short-term nature of most construction projects makes NLRB elections and contract negotiations impractical.

Contradictions

Experience in trying to use the election procedure to combat a non-union operation bears out the "inherent incompatability between the realities of the construction industry and the requirements of the National Labor Relations Act," he told the panel.

Turner cited the experience of his union and other cooperating construction unions in trying to use the NLRB election process to get union representation for workers employed on two interstate highway projects in Atlanta under a contract held by a Minneapolis firm's non-union subsidiary.

Because the duration of the project was longer than usual for the construction industry, Turner said, the unions began a cooperative organizing drive seeking an early representation election.

"The company responded with what has become an increasingly normal employer reaction," Turner testified, "unfair labor practices aimed at intimidating and coercing the workers into rejecting the union."

The union obtained redress for workers adversely affected by unfair labor practices and the company then switched to challenging the composition of bargaining units and requesting NLRB reviews of unit determinations. Meanwhile, some of the smaller projects have been completed, thus further reshaping bargaining units. And the latest twist, Turner testified, is a corporate restructure that poses the likelihood of still further delays.

Pre-hire agreements

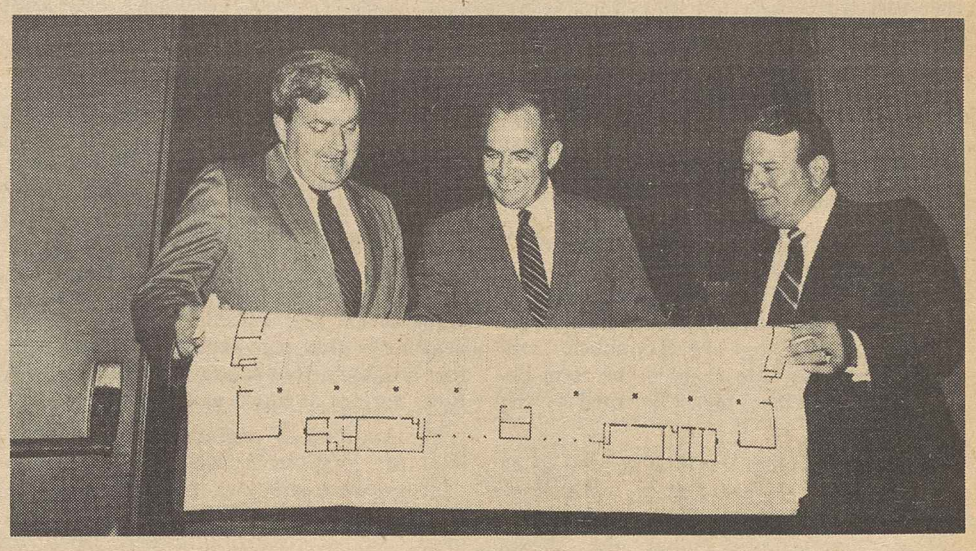
Congress showed its awareness of the special problems of the construction industry when it authorized pre-hire agreements under which an employer is able to obtain qualified workers from a union hiring hall and workers are assured of previously negotiated wages and benefits.

But with the aquiescence of the NLRB, Turner and Georgine protested, employers can walk away from their agreement by going double-breasted or simply by repudiating it and declaring their firms non-union.

A third witness, Prof. Jan Stiglitz of the California Western School of Law, testified that the labor board's misreading of the intent of Congress has in turn misled the federal courts that rely heavily on the NLRB's expertise on labor-management relations.

He found "most disturbing" the NLRB's approach to the double-breasted issue since it is not compelled by the law.

The subcommittee, headed by Rep. Phillip Burton (D-Calif.), is not considering legislation on the issue. But the union witnesses expressed hope that the spotlight on the problem would point up the contradictions between the NLRB's positions and the intent of Congress.



Floor plan for exhibitors in the 1983 AFL-CIO Union-Industries Show, is studied by St. Louis AFL-CIO President Robert J. Kelley, Show Manager Jack Lutz and Sec.-Treas. Robert O. Kortkamp of the St. Louis labor council.

Union-Industries Show turns beacon on U.S. goods, skills

St. Louis—The 38th annual AFL-CIO Union-Industries Show will open here Mar. 25 at the Cervantes Convention Center, the AFL-CIO Union Label & Service Trades Dept. announced.

Department Sec.-Treas. John E. Mara said the theme of this year's exposition of union skills and services is "American Is Beautiful."

"This is a massive exhibition about American workers . . . American-made products and services, the alternative to imports that wreak havoc on American industry," Mara declared.

200,000 expected

He said more than 200,000 visitors from the greater St. Louis area are expected to attend the six-day, free exhibition produced and managed by the department.

Show manager Jack Lutz said that the hundreds of exhibits will include live craft and skills demonstrations. There will be displays from a wide range of AFL-CIO unions as well as from employers, government agencies and labor-supported community organizations.

Lutz said the show is the largest exposition of its kind in the United States.

The AFL-CIO's own exhibit will feature a theater showing the pilot program of a new 30-minute television series about organized labor produced and managed by the Labor Institute of Public Affairs.

Many of the union exhibits feature skill demonstrations, including sewing, cake decorating, glass blowing, printing, carpentry, bricklaying, meat cutting, painting, sheet metal work, hair styling, welding and soldering, cable splicing, culinary arts and more.

Some of the demonstrations will let show visitors try their own hands at various skills, and others will offer some examples of the services workers provide to consumers, such as on the spot basic health screening by professionals who are members of health care unions, postal services, or fire safety and first aid techniques from the fire and rescue squads.

More aid pressed as vital for long-term jobless

There aren't any jobs over the horizon for millions of recession victims and continuation of federal supplemental unemployment benefits is an urgent priority, AFL-CIO Social Security Director Bert Seidman testified at Senate hearings.

Seidman expressed concern that the limited extension of federal jobless benefits that the House included in its social security package will fall short of the need.

The severity of the recession is adding to the number of workers still jobless after having exhausted their 26 weeks of state benefits and the added 13 weeks of extended benefits that are available only in the states with the highest unemployment rates, he noted.

There should be a permanent supplemental benefits program of at least 26 weeks, Seidman said, funded by general revenues and available without regard to state unemployment triggers.

In terms of pending legislation, he urged that as a minimum the Senate improve the House version of the supplemental benefits extension to the level that had been proposed by a Ways & Means subcommittee before it was trimmed back to be less objectionable to the Administration.

Additional payments

As passed by the House, the present 16 weeks of supplemental benefits now allowed in states in the highest unemployment category would be trimmed to 14 weeks. The House did, however, include a provision for persons who exhaust their supplemental benefits by Apr. 1 to receive an additional six to 10 weeks of payments, depending on the insured unemployment rate in their states.

Seidman reiterated the AFL-CIO's opposition to the Administration's job voucher scheme, which would give employers tax credits equal to the value of unused unemployment insurance entitlements when they hire a long-term unemployed worker.

It would be an incentive only to hire workers for low-paying temporary jobs, Seidman suggested. "Displacing workers who already have jobs in order to provide temporary employment for long-term jobless workers does not lessen unemployment," he stressed.

Another labor witness, UAW Research Director Sheldon Friedman, voiced similar concern. The voucher proposal, he said, "would result primarily in recycling the unemployed, without reducing their total number, and would do so at considerable cost to an already depleted Treasury."

Likewise, Friedman suggested, the "subminimum" youth wage sought by the Administration "would have a similar and even more pernicious effect of giving employers license to replace minimum-wage adult breadwinners with subminimum youth."

The labor witnesses also strongly opposed the Administration proposal to deny supplemental benefits to persons who had left their last job for any reason other than layoff because of lack of work or physical disability. And they opposed diversion of state unemployment insurance funds for training instead of benefits.

Strong opposition

"Organized labor has consistently advocated and supported legislative efforts to establish jobs and put people back to work," Seidman testified. But until full employment is achieved, he urged, the federal supplemental compensation program should be strengthened, not weakened.

No police state

Helena, Mont. — Testimony by Montana Atty. Gen. Mike Greely opposing a bill to allow the involvement of the state highway patrol in labor-management disputes drew the praise of Montana's unions.

Appearing before a legislative committee considering the proposal, the COPE-endorsed Greely observed that all too often trade unionists confront an alliance of institutions whose interests conflict with the wants and needs of working people.

"Too often that alliance includes government," said Greely. "As an official in state government, I will not be part of labor's problem. I want to be part of the solution."

Executive Sec. James W. Murry of the Montana AFL-CIO, expressing thanks to Greely for his statement of personal philosophy on the role of the labor movement, called his remarks "right on target."

Montana state law prohibits the highway patrol, which is principally a traffic enforcement agency, from taking any action whatsoever with respect to strikes, boycotts, and labor disputes. The patrol is a division of the Montana Dept. of Justice under Greely.

Senate nears vote on funds for emergency jobs measure

The Senate moved towards passage of an emergency appropriations bill carrying funds for job programs and emergency relief. But the trend of voting on amendments indicated that the Republican majority would be able to hold the total below the $4.9 billion measure voted by the House.

That would leave the final version to be shaped by a House-Senate conference committee, presumably closer to the $4.3 billion "compromise" that the White House had said would be acceptable.

The higher amount voted by the House had been termed by the AFL-CIO "a small first step" toward bringing down unemployment.

The Senate Appropriations Committee matched the Democratic House in rhetoric if not in substance when it reported its version of the funding bill to the Senate floor.

Its report cited the "dismal" employment outlook for both this year and next year, noting that both government and private economists foresee "a very weak recovery by historical standards."

It noted "depression-level unemployment" among some groups and said the recession has caused "greater hardships than previous economic slumps."

And it then proposed to hold the added spending down to $3.9 billion.

As did the House version, the Senate bill would stress accelerated spending for programs already authorized such as repairs to public buildings, military housing construction and community development grants. It also provided additional funds for humanitarian relief to recession victims, but not as much as the House added.

A multitude of amendments seeking to alter the ingredients and targeting of the package were still awaiting action by the Senate when the AFL-CIO News went to press.

In a gesture that involved no money but was intended as a "message" to President Reagan, the Senate voted 82-10 to add to the bill a "sense of the Senate" declaration opposing any further cuts in education spending.

Broun award entries on display Mar. 14-25

Some two dozen of the Newspaper Guild's 1982 Heywood Broun Award entries will be on display in the lobby of the AFL-CIO headquarters building Mar. 14-25.

Among the entries is the 1982 award winner by Stephen P. Morin, whose articles documenting how abused children are likely to become criminals appeared in the Providence Journal & Bulletin.

City project residence rule affirmed by Supreme Court

Cities may impose residence requirements for workers on municipally funded construction projects, the Supreme Court ruled.

Its 7-2 decision upheld a 1979 executive order by Boston Mayor Kevin H. White that had been challenged in part by Massachusetts construction unions and employers —and by the AFL-CIO in a brief to the Supreme Court.

The challengers had questioned the constitutionality of a requirement that, on projects funded in whole or in part by the city, at least half the workers in each craft must be Boston residents.

Free trade barrier

The state's highest court agreed with the challenge, ruling that the residence requirement was a barrier to the free flow of trade and thus violated the Commerce Clause of the Constitution.

The city appealed, and when the case reached the Supreme Court, the AFL-CIO filed a brief supporting the constitutional challenge to the residence rule. Its brief cited both the Commerce Clause and the Privileges & Immunities Clause, which specifies that "the citizens of each state shall be entitled to all privileges and immunities of citizens in the several states."

The Supreme Court majority held, however, that the Commerce Clause is not applicable since the City of Boston was "participating" in the marketplace because of its funding of the construction projects and was not seeking to "regulate" the market for private-sector commerce. The court, however, left open for future consideration challenges to residence rules that might be based on the Privileges and Immunities Clause.

On another issue, the Supreme Court divided 5-4 in holding that the federal government can enforce the ban on age discrimination in employment in the case of state or local government workers.

The Age Discrimination in Employment Act prohibits employers from requiring workers to retire before age 70 unless a lower age requirement is a "bona fide occupational qualification" for a particular job.

In the case that reached the Supreme Court, a Wyoming game warden challenged forced retirement at age 55. The court majority said the state could compel the requirement of persons who no longer met physical requirements for the job but would have to do it "in a more individualized and careful way" than setting an arbitrary age limit.

ILO leader re-elected

Francis Blanchard, director-general of the International Labor Organization, center, receives congratulations on his re-election to a third five-year term from worker delegates Irving Brown, right, and Nangbog Barnabo at the Geneva meeting of the ILO's Governing Body. Brown is director of the AFL-CIO Dept. of International Affairs and Barnabo is secretary-general of Togo's National Workers Confederation.

ILO again scores union-busting by Poland's rulers

Continued from Page 1

inquiry with judicial-like authorities to pass judgment on the accused government's conduct.

U.S. worker delegate Irving Brown, the AFL-CIO's international affairs director, praised the Freedom of Association Committee for advancing "perhaps not quickly enough, but slowly and surely the objectives of the free trade union movement and the interests of workers everywhere."

Concurring with the committee's denunciation of Poland's new labor code, Brown told the Governing Body that the government's aim was to replace the Solidarity free trade union movement with "phony government unions to serve the interests" of the communist party and of the military regime.

Even if the Polish government receives an ILO mission "we must press ahead," Brown urged. "The issue of the Polish workers and their fight for freedom must be kept alive by the organization that speaks with the voice of tripartism for the protection of free trade union rights everywhere," Brown said.

The Governing Body re-elected Blanchard without opposition for a third five-year term as ILO director-general. The 66-year-old Frenchman has been with the ILO since 1951.

The Governing Body prepared the way for Peking's announced intention of taking over the long-vacant Chinese seat in the ILO by recognizing China as one of the 10 countries of chief industrial importance.

This means that on its return to the ILO at the June assembly China automatically takes over the government seat that Canada has been holding in the Governing Body among the 10 allotted to the highest ranking industrial nations.

EDITORIALS

The Work Is There

TO BE A STABLE, humane, democratic society, America needs a great many jobs. To hold her place as a creative, productive economic power, America needs a great deal of work.

Bringing those who badly need jobs together with the work that urgently needs to be done is a task that only government can do on the scale required. By recognizing and acting on that fact, President Roosevelt both prevented social catastrophe and laid the groundwork for sustained economic growth.

Ideologists who deny that government has such a role and who dismiss government jobs programs as wasteful "make-work" exercises make a tragic and foolish mistake.

Those clever professors of economics who now denounce jobs programs as coming too late to help end the recession are the same minds which said there was no recession approaching two years ago. If jobs programs had been put in place two years ago, as the AFL-CIO urged, America would have been spared much of the terrible pain it has suffered in the last 18 months.

But then, as George Meany said, economics is the only field in which you can be a great and famous authority without ever once being right.

A 16-year study by M. Harvey Brenner of Johns Hopkins University shows that the effects are cumulative. For the first three years after each peak of joblessness, Brenner found that for each 1 percent of unemployment there is a 4 percent rise in imprisonments, 5.7 percent in murders, 4.1 percent in suicides, 3.3 percent in mental hospital admissions.

But aside from preventing present suffering and future social and political dislocations, America desperately needs to invest in her public capital stock—the "infrastructure" of physical facilities of all kinds.

SCARCELY AN issue of any newspaper is without a horror story about collapsing streets, falling bridges, dilapidated transit systems, leaky roofs and crumbling foundations of schools and other public facilities.

Sewage systems are so overburdened that many cities cannot permit business to build new plants or enlarge existing ones. Cities like Newark are on starvation sewer-replacement cycles that will take up to 500 years to complete.

In Philadelphia, Boston and Chicago, leaky water mains waste more than 15 percent of the water they carry.

Half of the nation's 3,500 jails are more than 30 years old. Up to 3,000 must be rebuilt or largely rehabilitated during the 1980s, and many new ones must be built.

For 50 years, America has lived on the public capital invested during the New Deal years. It's time to replenish the supply. But we don't have to look back to the CCC and WPA to see the social and economic value of public works programs during recessions.

The 1976 Public Works Act helped speed up the recovery from the 1974-75 recession. The $6 billion spent as part of the Local Public Works Program generated 110,000 direct on-site jobs and 66,000 more building supply jobs. The stimulus of that added purchasing power brought an additional 249,000 jobs throughout the economy. The return—in jobs, in economic growth and in public capital improvement—was many times greater than the cost.

We renew our call for such a program, which we have spelled out in great detail, as the best way to return to a healthy, vibrant economy.

—AFL-CIO President Lane Kirkland's guest column in USA Today, Mar. 4, 1983.

Falsifying a Promise

THE PERSONS who would be most penalized if the Senate follows the example of the House and pushed the social security retirement age to 67 are those who most need the program's protections.

These are the millions of workers who "retire" earlier than they would wish because of unemployment or because of poor health.

Congress may have the legal right to cut their promised benefits. But it does not have the moral right to do so.

'It Bottomed Out—It Says Here!'

Washington Window

Old enemies still battling social security's concept

By Press Associates, Inc.

When President Franklin D. Roosevelt signed the Social Security Act into law in 1935, he called it "a cornerstone in a structure which is being built but is by no means complete."

Besides the old-age and survivors program, the law also established the federal-state system of unemployment insurance. National health insurance was envisioned as part of the program, but the American Medical Association applied euthanasia to that idea.

Social security was perhaps FDR's greatest achievement. Little could he imagine that nearly half a century later, the enemies of social security would still be chipping away at the cornerstone.

When conservative ideologues who wanted to make it "voluntary" or to "privatize" it came into political power with the election of a business-dominated Administration, the program became directly threatened.

At the same time, the weak economy and double-digit inflation of the 1970s pushed social security into trouble and the media had a field day with "brink of bankruptcy" stories.

Republican 'reform'

This proved too great a temptation for David Stockman, President Reagan's budget chief. Looking for $40 billion or so to help balance his budget on paper, Stockman devised a "reform" plan for social security which would have drastically cut benefits.

The Stockman package went to Congress in Reagan's name in May 1981 and set off a firestorm. The Senate expressed its opposition 96-0.

Reagan disowned the Stockman plan on TV and named a national commission to recommend changes—after the 1982 elections—to put social security on a sounder footing.

Given the diversity of the 15-member commission, from liberals to ultra-conservatives, little was expected. Yet the panel finally agreed on a package of difficult compromises and trade-offs which satisfied no one completely.

Basic agreement

Probably the most important achievement in such a politically charged group was the unanimous support of the fundamental structure and principles of social security. The commission said it considered, but rejected, proposals to make the program voluntary or have it depend solely on contributions or make it a means-tested program.

The commission then divided, 12-3, on consensus recommendations to meet an estimated $169 billion shortfall from now until 1989, representing two-thirds of the financing problem. These recommendations are now before the Congress. AFL-CIO President Lane Kirkland, a commission member, had dissented on the proposal to include new federal workers under social security.

To help meet the long-term problem, some in Congress would raise the retirement age in line with increasing longevity. This would be bad for working people.

A social security study showed that most males retiring at 62 cite health problems. Poor health and the difficulty of older workers finding jobs in a recession are the main reasons behind early retirement.

The group which would be hurt most by a higher retirement age would be women. Many women do not have the work experience to compete in the job market at that age.

There also is a weakness in the argument for raising the retirement age when its major proponents are conservatives who also oppose government efforts to create enough jobs for those who need them.

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Vol. 28, No. 10 SATURDAY, MARCH 12, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
American Federation of Labor and Congress of Industrial Organizations

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Thomas R. Donahue, *Secretary-Treasurer*

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LEGISLATIVE ALERT!

Progress Report on Fast-Moving Issues in the 98th Congress

JOBS

Congressional action on the "Phase I" job-creation bill neared completion as the Senate considered a $4.9 billion jobs package already approved by the House. But Phase I is only a small start toward the economic recovery program recommended by the AFL-CIO Executive Council, so it is important that Congress take up a "Phase II" jobs bill immediately.

Some may use the recent up-tick in the economy as an excuse to delay action on Phase II jobs. But economic recovery remains to be seen, and even the Reagan Administration predicts nearly 10-percent unemployment through 1984. Thus Phase II should include programs to rescue the unemployed until jobs become available: health care, expanded food stamps, and mortgage abatement. It would be a tragedy to lose your home now and then find a job a few months too late.

WHAT YOU CAN DO: Urge your legislators to support the "Phase II" jobs and rescue programs outlined above.

NEW BUDGET

As House and Senate committees begin to study the proposed Reagan budget for the year beginning next October 1, it is clear that the so-called budget "freeze" is just a new name for more Reagan budget cuts. Of $18 billion in cuts, unemployment compensation would absorb an $8 billion cut. Other programs slated for cuts include education and job training.

Instead of more cuts, the economy needs programs that stimulate recovery while providing needed services. The AFL-CIO Executive Council recently called for community development and youth programs, housing construction, accelerated public works, and other job-creating programs.

WHAT YOU CAN DO: Urge your Representative and Senators to oppose budget-slashing. Congress should focus on recovery programs outlined in recent issues of the Alert!

Here's a Bill to Bring Natural Gas Prices Down

Since gas was decontrolled in 1977, residential gas bills have more than doubled. In the past year prices have jumped more than 25%.

Lack of competition in the gas industry is preventing prices from coming down. Major oil companies produce most of the gas consumed in the United States; they sell it to pipelines companies which often are themselves gas producers. Gas utilities are locked into the prices charged by the one or two pipelines that suply a given area, and consumers, of course, have only one gas utility company.

The AFL-CIO is backing legislation to tighten and extend gas price controls; the Reagan Administration and energy companies are pushing faster decontrol (comparison, right).

WHAT YOU CAN DO: Urge your Representative to cosponsor the Natural Gas Consumer Relief Act.

AFL-CIO-Endorsed Natural Gas Consumer Relief Act	vs.	Reagan Administration's Gas Price Decontrol Proposal
For "old" gas drilled before 1977, industry investments have already been recovered. Consumer Relief Act maintains existing price controls.	OLD GAS	Reagan plan decontrols old gas, at a cost of $40 billion over five years. $40 billion more from consumers to the oil and gas giants.
Extends controls on new gas (drilled after 1977) from 1985 (current law) to Jan. 1, 1987.	NEW GAS	New gas decontrolled by 1985, or even sooner in cases of new or renegotiated contracts between producers, users.
Rolls back ceiling prices to levels in effect before this winter's increases	CEILING PRICES	Allows prices to rise to current-law ceilings, despite market conditions.
Many pipelines have signed "take or pay" contracts with producers, requiring them to pay for high percentages of high-priced gas, even if they don't need it. Consumer Relief Act limits take-or-pay to 50% for 3 years.	"TAKE OR PAY"	Does not limit take-or-pays, only gives pipelines discretion to reduce them to 70%.
Consumer protection, lower prices	OTHER	67% hikes in residential bills by 1986.

We Get the Message: Imports Are Taking Your Jobs

In the Feb. 12 Legislative Alert, we asked you to complete a survey regarding loss of jobs in the United States because of unrestrained imports. Your response has made it clear that the United States' adherence to "free trade" principles while other countries promote their industries is causing harm to our economy in many areas of the country and in many industries.

Below is a partial listing of responses from union members where imports have cuased layoffs.

WHAT YOU CAN DO: Urge your Representative and Senators to adopt a realistic fair trade policy. This includes adoption of H.R. 1234, the domestic content bill for the auto industry and its many supplier industries. "Reciprocity" laws currently on the books should be enforced to ensure U.S. access to foreign markets. Only non-Communist, needy countries should receive tariff abatement under the Generalized System of Preferences. And trade adjustment assistance should be restored for those who lose their jobs because of imports.

Note: If you have not yet completed the survey in the Feb. 12 Alert, please do so and mail to the AFL-CIO Legislative Department.

Company	Location	Product	Est. Number Laid Off	Union
G.E. Hotpoint	Milwaukee, WI	Appliances	350	UAW #261
Interlake Steel	Riverdale, IL	Steel	250	USWA #1053
Martin Marietta	Northampton, PA	Cement	87	Cement, Lime, Gypsm #26
American Ship Bldg.	Toledo, OH	Shipbuilding	300	Boilermakers #355
Stevens Fashion	Carrolton, AL	Ladies Garments	184	ILGWU #578
Libbey Owens Ford	Rossford, OH	Glass	1700	AB&G #9
Johns-Manville	Waukegan, IL	Asbestos Pipe	150	Chemical Workers
Bethlehem Steel	Steelton, PA	Rails, Pipes	900	USWA #1688
C.E. Miller	Port Hueneme, CA	Transmsn. Eq.	300	Boilermakers #92
Firestone	South Gate, CA	Tires, Indus. Prod.	4000	URW #100
Internat. Paper Co.	Bastrop, LA	Corrugated Paper	180	UPIU #404
Straus Knitting Mill	St. Paul, MN	Knit Trim	19	ACTWU #168
Babcox & Wilcox	Milwaukee, WI	Steel Tubing	975	IAM #66
Ford Aerospace	Connersville, IN	Condensors	300	IUE #919
General Electric	Louisville, KY	Appliances	1000	SEIU #557
Foothill Electric	Moscow, OH	Power Plant	1000	IBEW #212
Texaco	Westville, NJ	Oil Refinery	140	OCAW #8638

AFL-CIO Regional Meetings

Following is a listing of this spring's AFL-CIO regional conferences, at which international union officers, state and central body officers, local union leaders and AFL-CIO officers and staff meet for exchange of views and planning. For reservation forms and additional information, contact:
AFL-CIO, Room 802, 815 16th St. N.W., Washington, DC 20006.
Phone (202) 637-5226.

AL, FL, GA, NC, SC, TN:
March 21-23,
Memphis, TN
AZ, CO, NM, TX, UT, WY:
April 11-13,
Albuquerque, NM
AK, CA, HI, ID, NV, OR, WA:
April 13-15,
Los Angeles, CA
IL, IA, MI, MN, MT, ND, SD, WI:
April 25-27,
St. Paul, MN
CT, ME, MA, NH, NJ, NY, RI, VT:
April 27-29,
Niagara Falls, NY
DE, DC, IN, KY, MD, OH, PA, VA, WV: June 6-8,
Cincinnati, OH
AR, KS, LA, MS, MO, NE, OK:
June 8-10,
Kansas City, MO

AFL-CIO news

SATURDAY
VOL. 28, NO. 11
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MEMO FROM COPE
PAGE 12

World's unions condemn Chile

More than 5,100 persons, many waiting overnight, applied for 200 jobs at Whirlpool Corp. plant in Clyde, Ohio.

Kirkland cites brutal attacks on workers

By James M. Shevis

Free trade unions have joined in a worldwide outcry against the systematic repression of human rights in Chile by the Pinochet military dictatorship.

Matters have gotten "steadily worse" since Gen. Augusto Pinochet violently seized power in Chile nearly 10 years ago, AFL-CIO President Lane Kirkland told a press conference winding up a four-day, two-continent meeting to protest the Chilean government's repeated violations of human and trade union rights.

"The Chilean armed forces are being used as a wartime occupation army in their own land. Political and trade union leaders have been arrested, killed or exiled in large numbers," Kirkland charged. "The population has been impoverished. Public services have been liquidated."

Sponsored by the Brussels-based International Confederation of Free Trade Unions, the conference opened in Madrid Mar. 11 and concluded in Washington Mar. 15.

The Madrid portion examined the Pinochet regime's concerted effort to destroy the Chilean labor movement, including the widespread torture and murder of trade unionists. The Washington end of the meeting focused on bringing the brutal repression to the attention of members of Congress and the Reagan Administration.

Supporting human rights

ICFTU Gen.-Sec. John Vanderveken said the conference demonstrated the kind of action that "the international free trade union movement can take in support of human rights around the world."

Earlier, addressing union leaders from Europe, North America, and Latin America, Vanderveken called on the international labor movement to "persevere more than ever in its determination to help the Chilean worker regain freedom and democracy after these many years of suffering."

The struggle in Chile concerns all men of goodwill, Vanderveken declared.

"It is up to us to make international public opinion aware of the calamity constituted by a symbolic regime like Pino-

Continued on Page 3

Instead of tax credits

Public jobs pressed to cut unemployment

By David L. Perlman

The AFL-CIO called for "direct job creation" to put America back to work and urged legislation sharply at odds with President Reagan's latest employment proposals.

Reagan is seeking additional tax credits for employers as the heart of a program of "incentives" for companies to hire the long-term unemployed. His Mar. 11 message to Congress also urged "relief" from government regulations for firms locating in designated urban enterprise zones and the Administration's plan for a subminimum youth wage.

All of these proposals had been aired earlier, but the White House packaged them into a proposed Employment Act of 1983. Labor Sec. Raymond J. Donovan described it as "the most comprehensive legislation to combat structural unemployment in the postwar period."

Different approach

But AFL-CIO Sec.-Treas. Thomas R. Donahue pressed Congress to take a different tack when he testified Mar. 17 before the House Subcommittee on Employment Opportunities.

"America needs governmental action to spur direct job creation," Donahue insisted.

He expressed labor's strong support for the community renewal employment bill that has been introduced by Subcommittee Chairman Augustus F. Hawkins (D-Calif.). Hawkins was the co-author of the 1978 law which set a full employment goal that the Administration and Congress have largely ignored.

The new Hawkins bill would authorize an immediate $5 billion investment in public sector jobs for long-term unemployed persons in high unemployment areas. For the 1984 fiscal year that starts Oct. 1, the funding would be doubled with the goal of putting one million people to work. Funding for future years would be keyed to providing useful jobs for 20 percent of the nation's unemployed.

Donahue outlined the other measures that make up the comprehensive jobs and recession relief program adopted by the AFL-CIO Executive Council at its midwinter meeting.

It includes community development jobs along the lines of the Hawkins bill, he noted, accelerated public works, housing stimulus, youth training, retraining and special assistance for victims of plant closings and mass layoffs, among others.

Job creation "must be in a bigger and faster dose" than the "beginning step" taken in the bill that the House had passed and the Senate was debating at the time of Donahue's testimony. "The road to recovery has to be paved with results, not minor tinkering," he urged.

The closest likeness to any part of the Reagan program is in the area of assis-

Continued on Page 4

Congress balks at Reagan limit on funding bill

Congress and the Reagan Administration moved on an apparent collision course over the scope of an emergency jobs-funding bill and the White House hinted at the possibility of a presidential veto in an attempt to get Congress to back off.

The Administration had counted on the Senate to cut back the $4.9 billion appropriation voted by the House for an assortment of programs ranging from a stepped-up schedule of repairs to public buildings to day care services and emergency assistance to the hungry and homeless.

According to the Administration script, the Republican-controlled Senate was supposed to pass the $3.9 billion measure put together by its Appropriations Committee. A House-Senate conference would then agree on a measure close to the $4.3 billion package President Reagan had agreed to accept.

The Senate did defeat a Democratic add-on bill. But then it approved an extra $1.2 billion in revenue-sharing grants for local governments, added extra health services funds that had been part of the rejected Democratic amendment, and ended up with a $5.1 billion package before becoming snarled in a battle over an unrelated amendment to repeal the withholding tax on interest and dividend income.

Continued on page 9

Under decontrol plan

Families face gas bill 'explosion'

By Susan Dunlop

Consumers need relief from skyrocketing natural gas prices, the AFL-CIO said in urging Congress to reject Reagan Administration proposals for faster deregulation that would mean an "explosion" in gas bills by 1985.

Associate Legislative Director Howard Marlowe told the Senate Energy & Natural Resources Committee that current natural gas prices should be rolled back immediately and that consumers should be protected from future price hikes through an extension of existing controls.

He urged sharp limits on "take-or-pay" contracts that force pipeline companies to buy more expensive gas from producers even when cheaper sources are available.

Marlowe called for limitations on the authority of the Federal Energy Regulatory Commission (FERC) to stop the agency from practicing "backdoor decontrol" by using administrative action to let companies raise prices higher than current ceilings.

The AFL-CIO strongly opposes the Administration's plans calling for complete decontrol of all natural gas by 1985, Marlowe stressed.

Existing protections

The current law, passed in 1978, phases out control of prices of newly produced gas by 1985, but continues indefinitely controls on "old gas," produced before 1977.

The Administration's proposals, he pointed out, would be even more harmful than those under the 1978 law, since it would give the companies the power to set "unnecessarily high" average prices through the negotiation of new contracts and the renegotiation of existing contracts. Controls on old gas would be linked to this "average price" until 1986 but would then be lifted entirely. And, Marlowe pointed out, the Administration's plan would also let producers hold back old gas until controls expire.

There is no justification for the decontrol of old gas, Marlowe said, estimating that the Administration's proposals could cause the price of old gas to rise more than 250 percent.

Prices would be decided on, he said, by negotiations among producers, pipeline companies and other industries who buy gas—not by the largest bloc of users, people who heat their homes with gas.

Without price controls "American consumers are at the mercy of the monopoly

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The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

3/19/83

Cool reception

Union pickets line a hillside outside Klamath Falls, Ore., to let President Reagan—in the limousine—know what they think of Administration economic policies that have decimated the Northwest lumber industry and sent unemployment into double digits. Reagan was en route to meet with industry officials at a lumber mill and later went to a Republican Party reception. Oregon AFL-CIO leaders called the visit "a Hollywood road show" to gloss over the state's 13.6 percent jobless rate. The rate in neighboring Washington State is 13.3 percent.

Jobless rates rise sharply in 19 states

Unemployment equaled or exceeded the January national unadjusted rate of 11.4 percent of the civilian workforce in 19 states, with West Virginia's 20.4 percent the highest, the Bureau of Labor Statistics reported.

Thirty states had jobless rates of 10 percent or more, compared with 18 a year earlier and only six in January 1981, when President Reagan was inaugurated.

In a preliminary report on changes in jobless rates from January 1982 to last January, BLS said that unemployment rates rose 2 percent or more in 19 states. Two states—West Virginia and Wyoming—reported over-the-year increases of 4 percentage points or more.

2-percent jump

The national unemployment rate for all civilian workers over the year increased 2 percentage points. None of the data is adjusted for seasonal variation.

Only one state, Delaware, reported a decline of more than 2 percent. Its jobless rate went from 11.9 percent in January 1982 to 8.4 percent last January.

Unemployment matched or topped the national rate in 80 of the 210 metropolitan areas reporting jobless data for last January, BLS said. Johnstown, Pa., had the highest rate, 24.8 percent.

Six other metropolitan areas with rates of 20 percent or more in January were Sharon, Pa., 23.9 percent; Modesto, Calif., 22 percent; Youngstown-Warren, Ohio, 21.3 percent; Kankakee, Ill., 20.8 percent; Rockford, Ill., 20.7 percent, and Dubuque, Iowa, 20.5 percent.

Four urban areas reported rates under 5 percent: Austin, Tex., and Raleigh-Durham, N.C., 4.7 percent, and Honolulu, and Stamford, Conn., 4.9 percent.

Up 8% in year

Unemployment rates rose 2 percentage points or more in 72 areas. The largest increases occurred in Rockford and Peoria, Ill., where they were 8 percent or more. In Rockford, the rate went from 11.3 to 20.7 percent over the year; in Peoria, the rate climbed from 9.6 to 18.4 percent.

The jobless rate fell 2 percentage points or more over the year in only two metropolitan areas—Wilmington, Del., and Janesville-Beloit, Wis.

West Virginia's rise to 20.1 percent in January was an increase over the year of 6.9 percentage points, while Wyoming's rise to 9.9 percent by January was a jump of 4.8 percentage points during the year.

Job losses in manufacturing industries contributed to high rates in Alabama and Michigan while a reduction in mining employment was the main factor in West Virginia, BLS said.

Five states reported over-the-year employment losses in excess of 100,000. They were Pennsylvania, 183,900; Illinois, 182,500; California, 157,200; Ohio, 125,300, and Texas, 103,000.

Airline contract proposals submitted for ratification

A series of airline contract settlements and commuter railroad strikes in Philadelphia and the New York metropolitan area involve some 35,000 union members.

At Eastern Airlines, 13,500 members of the Machinists were voting on what the company termed its "absolue last offer." The previous contract expired more than a year ago, on Dec. 31, 1981, and officers of IAM District 100 had urged rejection of the new proposal because of the lack of full retroactivity.

Meanwhile, there were these other transport settlements:

- The Flight Attendants division of the Air Line Pilots approved a new 17-month agreement with USAir that will take effect Apr. 1. The carrier's 1,800 attendants will receive wage increases totaling 9.2 percent over the life of the contract, plus improvements in per diem pay. Premium pay for senior flight attendants also was improved.
- The Flight Engineers at Pan American World Airways voted 424 to 38 to extend cost-saving concessions to the financially ailing carrier through Dec. 31, 1984. AFA is the last of five Pan Am domestic unions to accept the extension of a 10 percent wage cut and freeze, first agreed to in October 1981. Pan Am employees own 13 percent of the airline's stock.

Three-year pact

- The Transport Workers ratified a new three-year agreement with American Airlines, heading off a strike that had been called by some 10,400 mechanics and other ground-related employees. The pact exchanges moderate wage increases and a job security provision for work rule and other concessions.

The agreement with American raises the former hourly pay of $13.53 by 7 percent retroactive to Sept. 1, 1982, another 6 percent on Sept. 10, 1983, and another 7 percent on Sept. 8, 1984. A cost-of-living provision was discontinued.

- In Philadelphia, Transport Workers Local 234 reached agreement with the Southeastern Pennsylvania Transit Authority (SEPTA) on a contract covering about 5,200 operators of metropolitan buses, trolleys, and subways.

But 12 commuter-rail unions struck SEPTA Mar. 4 in disputes over pay and work rules. The 1,500 rail workers represented by the unions have been working without a contract since Jan. 1, when SEPTA assumed operation of the trains from the government-owned Consolidated Rail Corp.

- In the New York City metropolitan area, conductors and trainmen represented by the United Transportation Union continued their strike against the city's Metro-North commuter line and the New Jersey Transit Rail Operators over contract disputes.

The main sticking points in the Metro-North strike are crew size and wages. Management contends that it alone should determine the crew sizes. Both sides also disagree on the pay for crewmen for hours they are at work but not on trains.

UTU conductors struck the New Jersey commuter line over the transit authority's proposal to slash their annual salaries by $6,000.

Move to waive 'Buy American' provision scored

Reagan Administration proposals to waive "Buy American" provisions in the 1982 highway and mass transit law should be dropped immediately, AFL-CIO President Lane Kirkland said.

In a letter to Transportation Sec. Elizabeth Dole, Kirkland called the Federal Highway Administration's announcement of the waivers a violation of the intent of the law that will also take away American jobs.

The measure, passed last December, raises the federal gasoline tax a nickel a gallon and authorizes $71 billion in federal funds to build and repair roads and mass transit.

Kirkland said the agency plans to waive temporarily the domestic purchasing requirements written into the bill for all manufactured products except steel and cement. And on projects costing less than $450,000, purchases of those goods will be exempt, even though Congress set no such minimum contract limits in the law, Kirkland pointed out.

Kirkland charged that the exemptions in smaller projects would extend to fabricated steel items like guard rails, culverts, fasteners, tanks and bridge decking that are "the very types of products the law was designed to cover."

Steel union votes to extend pacts in can industry

Phoenix—The Steelworkers negotiated a two-year extension of existing contracts with four major can manufacturers.

Local union presidents who make up the union's container industry conference voted 65 to 31 to extend their current agreements through Feb. 16, 1986, following an early round of bargaining on pacts that would have expired February 1984.

Wage rates will remain unchanged over the life of the new agreements at levels set in the last year of the previous contracts, the USWA reported. Until next February, cost-of-living adjustments will be made quarterly using a formula of 1 cent per hour for each 0.3 point rise in the government's consumer price index. After that, the adjustments will be rolled into base wages annually.

The new agreements cover some 17,000 USWA members at Continental Can Co., American Can Co., National Can Co. and Crown Cork & Seal Co.

USWA District 38 Director Robert Petris said the union agreed to the contract extensions "to help these can companies stay competitive, but we didn't give up anything.

The companies had sought concessions, but the union pointed out that while they face competition from non-union producers, they have not been hit as badly by the recession or by imports as some other industries, including basic steel.

Hard times for executives

Pittsburgh—A record bad year in 1982 forced U.S. Steel Corp.'s two top executives to forgo generous bonuses and take pay cuts of about $240,000 apiece.

But don't look for them in line at the Steelworkers' food banks. Chairman David Roderick cleared $587,000, down from $821,322 in 1981, and U.S. Steel President William Roesch took home $479,932, compared with $675,630 a year earlier, according to the company's proxy statement.

Executive compensation at the company consists of salary plus securities, insurance benefits and other fees and earnings. But when U.S. Steel lost a record $361 million last year, it scrapped an executive bonus plan that had brought Roderick $290,000 and Roesch $240,000 in 1981.

Harold Hoopman, president of Marathon Oil Co., which U.S. Steel bought in 1982, was paid $710,272 last year. That included a $300,000 bonus from Marathon.

U.S. Steel's proxy statement, which announces the annual meeting and provides shareholders with detailed information on the company, said the firm paid its 57 top officers and directors $8.2 million last year.

Ethylene oxide

Court orders speed up on hazardous gas rule

By Arlee C. Green

A federal appeals court ordered the Occupational Safety & Health Administration to propose a tighter ethylene oxide exposure rule by mid-April and to develop a permanent standard within a year.

The decision by the U.S. Court of Appeals for the District of Columbia denounced OSHA's "unaccounted-for delay" on revising the exposure standard. The three-judge panel also agreed with a lower court evaluation that "OSHA has embarked upon the least responsive course short of inaction."

Ethylene oxide, a cancer-causing chemical gas, is used widely in the health care industry as a sterilizing agent.

The State, County & Municipal Employees and the Public Citizen Health Research Group sued OSHA after it rejected their petition in August 1981 to issue an emergency standard lowering the exposure limit to one part ethylene oxide per 1 million parts air (1 ppm) from the current standard of 50 ppm.

They were joined in the suit by the Service Employees, Clothing & Textile Workers and District 1199 of the Retail, Wholesale & Dept. Store Union.

A federal district court in January ordered OSHA to issue an emergency temporary standard. OSHA Administrator Thorne G. Auchter appealed the ruling, saying the agency would issue a notice of "proposed rulemaking" in June with a permanent rule due "sometime in the fall of 1984."

The appellate court, while not requiring the agency to issue an emergency standard, did note it expects a permanent regulation within a year.

The court said OSHA's three-year timetable for a final regulation is "simply too long given the significant risk of grave danger ethylene oxide poses to the lives of current workers and the lives and well-being of their off-spring. Delays that might be altogether reasonable in the sphere of economic regulation are less tolerable when human lives are at stake."

Too long

About 100,000 hospital workers are exposed to ethylene oxide on their jobs. The chemical is mutagenic and a carcinogenic. Studies have shown "significant chromosomal aberrations in workers exposed to 36 ppm" and a "statistically significant increase in cancer in animals exposed at 33 ppm." The National Institute of Occupational Safety & Health determined that "exposures as low as 10 ppm increased the proportion of female rats with . . . leukemia."

OSHA argued before the court that hospitals, the primary area of concern, have voluntarily reduced their exposure levels to less than 10 ppm. The unions noted however, that a 1981 study of 65 hospitals revealed that 24 did not even monitor ethylene oxide levels.

OSHA assailed for slowdown on asbestos curbs

The AFL-CIO accused the Occupational Safety & Health Administration of foot-dragging on the critical need to reduce asbestos exposure limits for 2 million workers who face a high risk of cancer.

Director George H. R. Taylor of the federation's safety and health department called on OSHA Administrator Thorne G. Auchter to make revision of the standard a "top priority." In a letter to Auchter, he questioned the safety agency's long delay in releasing a 1981 asbestos risk assessment report and asked why no action has been taken on the new evidence since the Reagan Administration came to office.

The assessment, made public as part of the agency's defense in a court case on ethylene oxide **(story, this page)**, pointed out that up to 260 of every 1,000 workers exposed over a working lifetime to levels at the current standard may die from asbestos-related cancers.

During the ethylene oxide case, OSHA lawyers conceded rulemaking on asbestos "admittedly hasn't gotten off the ground," Taylor pointed out.

"With the attention of Congress and the public presently focused on the enormity of the asbestos problem . . . the AFL-CIO finds this admission, plus OSHA's withholding of important information assessing the excessive risks of workers to asbestos-induced cancers, both incredible and irresponsible," Taylor stressed.

All-out campaign

He accused the agency of using its limited resources in "an all-out campaign to weaken existing health standards in order to make them more acceptable to the business community."

"Something is dreadfully wrong with OSHA" when its program has no new initiatives on health standards, rejects petitions requesting accelerated rule-making on unregulated toxic substances and allows "weeds to grow up and obscure the asbestos problem," Taylor charged.

The current standard allows 2 fibers per cubic centimeter of air, down from the original standard of 5 fibers. The asbestos risk assessment said that at even reduced levels of exposure of 0.5 fibers and 0.1 fibers, there is a significant level of risk for deaths from cancers.

Under the current standard, according to AFL-CIO industrial hygienist Margaret Seminario, a worker could breathe in 10 to 20 million fibers during an 8-hour workday, depending on the rate of respiration and activity.

Taylor's letter cited a 1982 Labor Dept. study estimating there are presently 8,200 annual excess cancer deaths from asbestos exposure and that number of deaths will peak at about 9,700 a year during the 1990s.

Rights violations

Charges of repression of Chilean workers are explored by international trade union representatives. From left, AFL-CIO International Affairs Director Irving Brown, Sec.-Treas. Thomas R. Donahue, Gen.-Sec. John Vanderveken of the International Confederation of Free Trade Unions, Federation President Lane Kirkland, Sec.-Gen. Tulio Cuevas of the Inter-American Regional Organization of Workers, and President Eduardo Rios of Chile's Union of Democratic Workers.

Free world unions condemn Chile's assault on workers

Continued from Page 1

chet's," he stressed. "It is up to us to bring pressure to bear on the international community so that it finds the means to impose sanctions on a regime that is devoid of any sense of human dignity like the regime in power in Chile."

A statement adopted at the conference urged all ICFTU affiliates and international trade secretariats to inform and mobilize public opinion and press their respective governments to take action to "isolate politically and economically" the dictatorship of Gen. Pinochet.

It also urged suspension of all military aid to Chile and said free world governments should condition their political and economic relations with the Chilean regime on the restoration of human and trade union rights.

"The AFL-CIO intends to carry out its share of this undertaking in every way and through every avenue open to us," Kirkland said. "The ties that bind the free trade union movement cannot be limited by national boundaries. If we turn our backs on our brothers and sisters struggling in other lands, how long before we turn our backs on one another?

"It is in this spirit that we respond to the appeals of Chile's embattled trade unions—as we have responded to their counterparts in Poland and South Africa."

During their stay in Washington, conferees met with Senators Charles H. Percy (R-Ill.) and Claiborne Pell (D-R.I.) of the Senate Foreign Relations Committee, Representatives Clement J. Zablocki (D-Wis.) and William S. Broomfield (R-Mich.) of the House Foreign Affairs Committee, and Elliot Abrams, assistant secretary of state for human rights and humanitarian affairs. Percy and Zablocki chair their respective committees.

No progress

Kirkland said Abrams indicated that the U.S. government is continuing to press the Pinochet dictatorship — "through channels of 'quiet diplomacy' " — to ease up on its repressive measures. Abrams also said the Administration has not certified any progress on human rights in Chile and, in fact, sees none.

With the members of Congress, Kirkland reported, conference participants urged that any U.S.-Chile transactions be conditions on progress in the restoration of human rights and the return to democratic principles in Chile.

Kirkland noted that Chile was one of the oldest parliamentary democracies in the world until Pinochet overthrew the government of President Salvador Allende Gossens in 1973. For all but 10 of the 170 years since it gained its independence from Spain, Chile has been under democratic rule, he observed.

Withhold support

Military dictatorship "is an alien force imposed upon the people of Chile by point of a gun, pure and simple," Kirkland declared. "We shall continue to press our government to make clear to the Pinochet regime that it can never have the support of the American people until it makes peace with its own people."

Participants in the Washington meeting, besides Kirkland and Vanderveken, included Sec.-Gen. Tulio Cuevas of the Inter-American Regional Organization of Workers (ORIT), President Eduardo Rios and Sec.-Gen. Hernol Flores of Chile's Union of Democratic Workers, Sec.-Gen. Manuel Bustos of the Chilean Textile Workers, Miguel Vega of the National Organization of Chilean Trade Unions and Eugenio Lopez of the Chilean Mine Workers.

AFL-CIO delegates to the Madrid conference were Exec. Dir. William C. Doherty, Jr., of the American Institute for Free Labor Development and James Baker of the federation's Paris office.

Metal Trades ask reversal of 'build-foreign' ship policy

The survival of the American shipbuilding industry depends on swift congressional action to reverse Reagan Administration policies, the AFL-CIO Metal Trades Dept. told the House Merchant Marine subcommittee.

MTD President Paul J. Burnsky stressed the need for passage of legislation to restore construction differential subsidy funds.

Burnsky said the Administration's "build-foreign" program had cost American shipyards almost $1.5 billion in contracts for new ships and refurbishing work, along with the jobs of 87,500 workers in shipbuilding and support industries.

The labor-backed measure, designated the Competitive Shipping & Shipbuilding Act, would create 146,150 man-years of employment in American shipyards, another 6,162 seagoing jobs and the assurance that "more than 200,000 existing jobs in ship construction" and related industries would be saved, Burnsky told the panel.

The Administration eliminated funding for the construction differential subsidies in 1981 and encouraged U.S. ship companies to build their vessels overseas while retaining their rights to operating differential subsidies provided by taxpayers, Burnsky noted. The result of this, besides the loss of jobs, is that it has "undermined our ability to maintain sufficient American shipbuilding skills that are essential to the successful completion of our naval fleet expansion program."

Job creation

Congress has authorized a five-year expansion and modernization program for the Navy fleet, but this will provide work for only nine of the 26 major American shipyards, Burnsky said.

He said construction differential subsidies to build merchant vessels must be restored in the fiscal 1984 budget and the statutory ceiling on the Title XI ship construction loan guarantees should be raised from $12 billion to $15 billion. To do otherwise, he warned, would dry-up American shipbuilding capability and "our nation will be left to the not-so-tender mer-

Memphis regional meeting canceled

The AFL-CIO regional conference that was to have been held Mar. 21-23 in Memphis, Tenn., has been canceled because of the failure of the Hyatt Hotel there to reach a contract agreement with its employees who are represented by the Teamsters.

The conference for the states of North Carolina, South Carolina, Florida, Georgia, Alabama, Tennessee and Mississippi will be rescheduled at a time and place to be announced. The schedule for other AFL-CIO regional conferences is unchanged.

Job program backed over tax credits

Continued from page 1

tance to displaced workers, where the Administration budget proposals call for a $240 million appropriation for fiscal 1984. But the AFL-CIO program advocates nearly five times that amount, and Donahue said "much more money is needed to make the program work as it should."

The AFL-CIO has urged a permanent program of federally funded supplemental unemployment compensation for workers who have exhausted regular and extended benefits.

Six-month extension

And the House as part of the social security bill it passed Mar. 9 included a six-month extension of the federal supplemental program that is scheduled to expire Mar. 31. The House bill would also allow up to 10 weeks of additional payments for jobless workers who have already received federal payments.

In its place, the Administration has proposed an extension coupled with eligibility changes that would disqualify an estimated 400,000 long-term unemployed from the program.

Those who still qualify for the program could offer prospective employers a tax credit voucher equal to the value of unused federal supplemental benefits. Thus, by hiring an applicant with a voucher instead of a job-seeker who hadn't been out of work as long, the employer could pocket the federal payment.

Under the Administration proposal, cash unemployment benefits would be available to jobless workers through the end of the fiscal year on Sept. 30. The program would be continued for an additional six months solely as a voucher plan, with no option of cash benefits for the unemployed worker.

No new jobs

Both the voucher system and the subminimum youth wage would shift unemployment without creating new jobs, the AFL-CIO warned when the proposals were first introduced. And despite promised safeguards, the federation noted, both offer strong incentives for replacement of present employees.

President Reagan blamed youth unemployment on the minimum wage, and his message to Congress actually portrayed an era of child labor and exploitation as a golden age for America. There was "no significant youth unemployment problem," he insisted, until "just after the turn of the century, state legislatures began enacting minimum wage laws."

Doubtful impact

Reagan said he is "unconvinced" by arguments that a subminimum youth wage would result in displacement of adults by younger workers. But because of such concerns, his proposed cut of 85 cents an hour in the minimum wage for workers under 22 would apply only from May to the end of September.

"An employer will not wish to disrupt his or her workforce by attempting to use youth during the summer and adults the rest of the year,' the President theorized.

But Reagan made clear that he would "vigorously oppose" raising the adult minimum wage instead of lowering the pay floor for youth to $2.50 an hour.

Shifting blame

As he has in the past, Reagan blamed the severity of the recession on economic problems he "inherited" from his predecessors and claimed that "we are now on the road to economic recovery."

The program he is advocating, Reagan claimed, will deal with the problem of "structural unemployment" that will remain "even after the economy has fully recovered" because of changed job needs and lack of marketable skills by job seekers.

The President labeled his subminimum wage proposal as a "youth employment opportunity wage" that will give young people "the opportunity to offer their services at $2.50" if employers don't want to pay them a higher wage.

'Let Him In, He's Harmless!'

Skyrocketing gas bills feared under Reagan decontrol plan

Continued from Page 1

power of natural gas producers and pipelines," and that power "makes it impossible to rely on private negotiations to set natural gas prices," Marlowe told the committee.

It is the responsibility of the federal government to protect the welfare of the public by recognizing the natural gas industry as a public utility, including assuring that prices are "just and reasonable" based on the cost of production and that delivery of an adequate supply of natural gas is guaranteed to consumers, Marlowe said.

He called for an alternative program starting with a rollback of current prices to early 1982 levels, coupled with fair ceilings on the prices of some type of higher priced gas.

Current law has already allowed gas prices to escalate more than is justified, and more than Congress had in mind when it passed the bill, the testimony noted.

Congress should also extend all controls on new gas beyond Jan. 1, 1985, and place strict limits on the use of "take-or-pay" contracts, he urged.

He also called for rejection of proposals that would link the price of natural gas to other fuels or commodities.

The Federal Energy Regulatory Commission should have authority to review and approve contracts between producers and pipelines and to review pipeline rate filings and "pass throughs" of pipeline costs, but the agency should be given "a clear policy directive" prohibiting it from administratively approving price hikes, Marlowe said

The AFL-CIO Executive Council pointed out last month that the 48 million households now using natural gas had seen their bills go up 150 percent since the 1978 law was enacted. And in many areas of the country, consumers are being socked with additional 60 to 70 percent increases this winter, largely because FERC allowed producers to boost prices, which already were adequate to cover costs and profits, the council charged.

Paul McCastland dies, HERE organizing chief

Cincinnati—Paul P. McCastland, director of organization for the Hotel Employees & Restaurant Employees, died Jan. 31. He was 69.

McCastland, a member of HERE for 50 years, served as a local business agent in Chicago and as an international organizer and vice president prior to being elected last September as the union's organizing director.

Trade law change sought to end import devastation

The nation's trade laws are ineffective safeguards for American industry and workers, the AFL-CIO charged at House hearings.

"It is time for a change," Federation Research Director Rudy Oswald urged at hearings by the House Ways & Means trade subcommittee.

"The devastation now suffered by millions of Americans from floods of imports, from the export of technology and jobs, and from the trade impact of an overvalued dollar has compounded the serious economic problems of the U.S. economy," he testified.

Oswald cited an Executive Council statement adopted last month urging the need to consider the adverse impact as well as the benefits of trade policies.

Labels such as "free trade" and "protectionism" no longer serve any useful purpose, the council noted, adding that tariff and nontariff restrictions are all but universal in other countries while American producers and marketers remain defenseless.

No easy remedy

Oswald stressed that there is no single answer to the trade problem. Rather, a number of actions must be taken to offset and alleviate the harmful effects of trade on American industries and workers and to enhance the United States position in a competitive world, he said.

Priority should be given to a revamping of the so-called escape clause—Section 201—of the Trade Act of 1974 to allow for quick relief from trade injury, Oswald said. Unfair trade provisions as well as other avenues for relief from injury should also be reviewed, he said.

The escape clause mechanism promised to help industries seriously injured by imports, but has never been effective, Oswald charged. Not only does the law require expensive and extensive documentation of trade injury, it also involves vague criteria for the International Trade Commission (ITC) to use in making determinations of injury, he said. As a result, findings of injury are few and far between, and even then the President frequently decides not to implement an ITC ruling, he noted.

Since 1975, when the 1974 Trade Act became law, only 47 cases have been filed under its provisions because of legal barriers, Oswald observed. The ITC recommended relief in 27 cases, and only 11 have resulted in any presidential action to give relief, he said.

"The relief has never been enough to allow the injured industry to recover from the import assault," Oswald said. "Cases are not even filed because U.S. industries and U.S. workers see no results."

Escape clause

He said that Section 201 should be overhauled to make the escape clause fair and predictable in its application, reasonably accessible to all parties suffering import injury, effective in strengthening the import competitiveness of American industries, and timely to provide swift relief.

For unfair trade practices, many of the same problems exist, Oswald charged. Relief is too little, too late, or not at all. He called for an overhaul of unfair trade practices procedures, with special attention given to the automobile, shipping and shipbuilding, and apparel industries.

In dealing with nonmarket economies, the AFL-CIO opposes the approach of trying to construct a value based upon the costs to produce an item in the lowest-cost free market economy, Oswald said. Instead, he added, "we believe that the average U.S. price would be a fairer and more accurate measure."

Oswald also called for revitalization policies for basic industries chronically affected by the import invasion saying that relief is essential for these injured industries. He also urged clarifying and strengthening the 1974 Trade Act to identify and eliminate unjustifiable or unreasonable foreign trade policies or acts.

Inspection step-up set for grain elevators

The Occupational Safety & Health Administration announced an interim safety enforcement program for grain elevators, conceding it had erred in not classifying the facilities as "high-hazard" workplaces.

OSHA Administrator Thorne G. Auchter said the inspection measure will remain in effect until a federal safety standard is promulgated—possibly later this year.

AFL-CIO unions representing workers in the grain processing industry have been pressing for a strong safety standard for several years.

A sixfold increase in grain elevator deaths since 1979 justifies the expanded regulation efforts, OSHA admitted.

Under the new program, Auchter said the safety agency will only inspect about 100 of the 15,000 grain elevators across the country.

Inspections slashed

OSHA inspected 466 grain elevators in 1979 when there were only two fatalities. Under the Reagan Administration, the number of inspections was slashed to just 45 in 1982, and the known death toll increased to 12.

The agency's recordkeeping efforts were dropped on the number of grain elevator explosions, deaths and injuries, in 1981. The 12 deaths in 1982 were determined primarily from newspaper accounts.

Only grain storage facilities will be covered by the interim measure.

For the interim period, OSHA will issue citations under the "general industry standards" clause of the federal safety law, which requires employers to provide clean and safe workplaces.

Since 1981, OSHA inspected grain elevators only when there were worker complaints, serious accidents or "imminent danger" conditions.

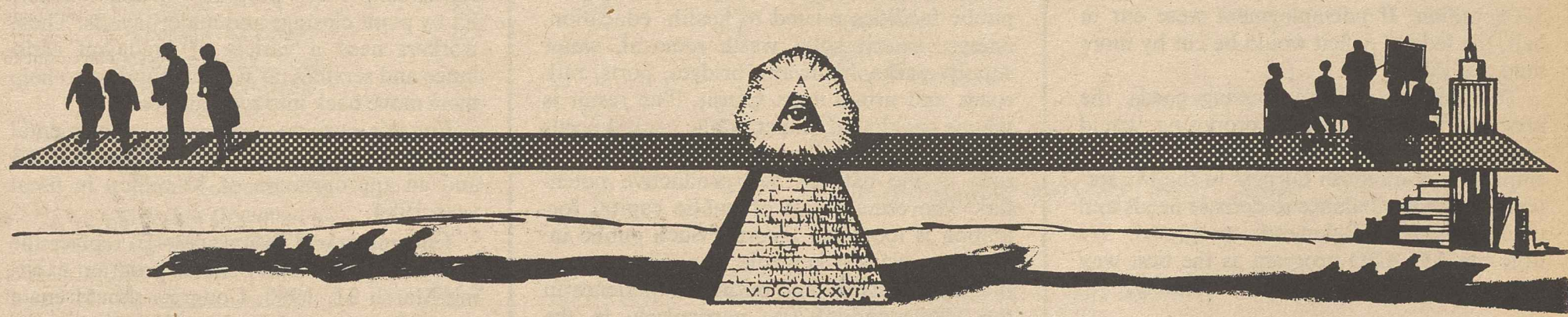
The proposed safety standard, still in the drafting stage, must first be approved by the Office of Management & Budget before advancing to the public comment period. Publication of the rules is expected in the fall.

The AFL-CIO American

Federationist

VOL. 90, NO. 2 MARCH 19, 1983

AFL-CIO ECONOMIC PROGRAM FOR JOBS AND FAIRNESS



This issue of the Federationist contains the AFL-CIO Economic Program for Jobs and Fairness, along with background papers, adopted by the AFL-CIO Executive Council at its meeting in Bal Harbour, Fla., Feb. 21-28, 1983.

The AFL-CIO proposes an economic program to provide jobs for the unemployed and increased fairness in the tax and budget policies of the federal government. Our program would provide 900,000 jobs in 1983, 1.8 million jobs in 1984, a stimulus that would put us on the road to full employment.

Needed public services would be expanded, planned public works would be built, low- and moderate-cost housing constructed and rehabilitated, more youth trained and placed in jobs, and displaced workers assisted. Extended unemployment insurance would provide longer support for the jobless. There would be mortgage and rent payment relief as well as health care established for the unemployed.

The AFL-CIO program calls upon the Congress to reject some $19.4 billion in Administration proposed budget cuts for non-defense programs. The proposed cuts from such programs as job training, education, housing, Medicare, Medicaid, food stamps, and child nutrition should not be made in the face of the severe recession and its resulting hardships.

Federal employees should not be made the sacrificial offering for Reagan's budget slashing efforts. Fairness demands that federal employees receive pay commensurate with the private sector while the promise of decent retirement is kept.

Decimation of state and local government funds should be reversed to offset the many budget cuts, the transfer of federal responsibilities, and the harmful effects of loss of state revenue sharing and the freezing of local revenue sharing.

To pay for these programs, the AFL-CIO proposes that Congress close a number of tax loopholes that benefit particularly wealthy individuals and corporations. Important tax changes would include a $700 cap on the fiscal 1983 individual tax cut and the repeal of future indexing of tax rates. Needed corporate tax changes include the changing of the foreign tax credit to a deduction and the reforming of the investment tax credit.

The AFL-CIO is convinced that the nation can meet its national security needs without the 9 to 10 percent real increase in the defense budget requested by the Reagan Administration. We propose limiting the increase to real growth rates of 5 to 7 percent. (A number of members of the Executive Council have expressed the strong opinion that the increase should be held to the lower end of this range or below.) This approach would cut the defense outlays and authorizations by some $3 to $5 billion in outlays and up to $14 billion in authorizations in 1984 and would amount to $23 billion to $47 billion in outlays and up to $78 billion in authorizations for the years 1984 through 1986, according to the Congressional Budget Office. We propose that this 5 to 7 percent increase in real defense spending should be paid through a progressive surtax levied on the corporate and individual income tax plus an additional tax on income currently sheltered.

We reject the President's proposal to attain defense savings by putting a freeze on civilian and military pay and curtailment of retirement benefits. Curtailments and stretch-outs, particularly in the procurement of new weapons—the area with the biggest increases—rather than in defense readiness should be the means to attain defense savings.

The AFL-CIO program would increase the federal deficit slightly in the near term, but would reduce the federal deficit directly by some $148 to $151 billion in 1986, not counting the substantial indirect effects resulting from putting people back to work, as $30 billion is regained for the Treasury by each one percent drop in unemployment.

But in addition to tax and budget policies, the federal government also must pursue a more expansionary monetary policy as well as a trade policy that attempts to achieve fair trade.

For long-term revitalization, the government must pursue a reindustrialization program that involves business and labor. A national industrial policy supported by a new Reconstruction Finance Corporation should be set up to rebuild the nation's industrial base with loans, grants, guarantees, and targeted tax policies to strengthen investment in basic industries and new, high-growth industries. Special consideration should be given to areas of high unemployment.

The token jobs program proposed by the Reagan Administration in response to Congressional pressure is a recognititon of the serious problem of unemployment. It is, however, only a small first step. We support a quick relief package to be followed by more comprehensive jobs legislation.

Today, 11.4 million American workers are officially jobless (10.4 percent) and 1.8 million have become discouraged in their search for work and have dropped out of the labor force. Unemployment has increased by 3.6 million since July 1981. Moreover, some 1.5 million workers will be entering the labor force each year over the next five years.

Despite some recent signs of an economic upturn, there are few predictions of an early end to high unemployment. There is even a danger that continued high interest rates will curtail the recovery.

Even after five years of projected improvement, unemployment will be higher than it was in 1979, according to the Reagan Administration's own forecast or that of the Congressional Budget Office. (Table below.)

When the private sector cannot provide enough jobs, the federal government must

	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988
Adm.*	5.8	7.2	7.6	9.7	10.7	9.9	8.9	8.1	7.3	6.5
CBO *	5.8	7.2	7.6	9.7	10.6	9.8	9.0	8.4	8.0	7.5

* (1979-1982 actual as percent of civilian labor force; 1983-1988 projected by Administration as percent of total labor force, including armed forces stationed in the U.S., by Congressional Budget Office as percent of civilian labor force.)

step in. This is the mandate of the Employment Act of 1946, re-affirmed in 1978 by the Humphrey-Hawkins Full Employment and Balanced Economic Growth Act.

It is clearly in the economic and social interest of the nation to put Americans who are able and willing to work into productive jobs which generate taxes, produce useful community services and community facilities, and stimulate the economy in communities with high unemployment.

A large-scale, adequately funded, anti-recession job creation program, had it been put into effect last year, would have very significantly reduced unemployment, eased the severity of the recession and also significantly cut the long-term federal budget deficit. Last year the President projected a federal budget deficit of $91 billion for fiscal 1983 and told the nation that a jobs program would be too costly. Now the Reagan Administration tells us the 1983 deficit will be $208 billion. If unemployment were cut in half, the federal deficit would be cut by more than two-thirds.

To meet the nation's pressing needs, the program the AFL-CIO is proposing would provide a large number of jobs for the unemployed, re-establish fairness in the tax system, bring some balance to defense needs and maintain essential domestic programs. We urge the AFL-CIO program as the best way to return to a healthy, vibrant economy.

AFL-CIO JOBS AND STIMULUS PROGRAM

The AFL-CIO program for job creation includes community development supplemental jobs, accelerated public works, and a recovery for the housing industry. In addition, special action is needed for dislocated, minority and young workers, and all workers in all categories who require added protections during this time of disaster for the job market in America. Millions of jobless workers need extended unemployment compensation and emergency action to protect lost health care protection for themselves and their families.

Community Development Supplemental Jobs—We propose a large-scale community development jobs program with 100 percent federal funding for jobs directly on the regular, local government payrolls. Unlike previous public sector jobs programs, specifically the CETA program, these jobs would not be in a separate category. Measures would be included to prevent substitution for regularly employed workers.

In every community, there is work to be done that is vital to that community's economic health and public well-being but which has been neglected. Because of declining tax revenues, federal budget cuts and local government fiscal crises, many of these communities need help to repair, maintain, and rehabilitate essential public facilities and public services.

For this purpose, we urge a supplemental appropriation of $5 billion for fiscal year 1983 and an appropriation of $10 billion for fiscal year 1984.

Accelerated Public Works—Investment in accelerated public works can provide jobs and essential infrastructure underpinning for private sector investment and economic growth. The Surface Transportation Assistance Act of 1982 is only a start in the right direction. For years this nation has lived off its public capital instead of replenishing it. We have shortchanged investments in needed public facilities related to health, education, energy, safety, solid waste removal, water supply, parks, highways, bridges, ports, railroads and urban mass transit. The result is a huge backlog of unmet public capital needs and a major impediment to growth and a return to the nation's full productive potential. The crucial role of public capital formation is too often ignored. Such public investment plays a key role in raising the nation's productivity and output. Experience in the 1960s and 1970s—particularly in the 1975 recession—demonstrates that accelerated public works can provide jobs quickly and economically while restoring economic growth.

For such a program, we urge a supplemental appropriation of $5 billion in fiscal year 1983 and an appropriation of $10 billion in fiscal year 1984.

Housing Construction and Rehabilitation—In past recessions, housing was revitalized through such programs as below-market interest rate subsidies and rental assistance for low-income households. But the depth and length of this recession has seriously worsened the underlying problems of housing inadequacy and affordability. A program which provided support for the construction of 170,000 new housing units a year—about the level of assisted housing starts in the 1970s—could make a significant contribution to closing the housing gap. In addition, Congress should enact legislation to provide home mortgage relief and rental assistance for jobless workers in danger of losing their home or being evicted.

For these purposes, we urge a supplemental appropriation of $5 billion in fiscal year 1983 and an appropriation of $10 billion in fiscal year 1984.

Youth Programs—Two million American teenagers are unemployed—including half of all black teenagers in the workforce, and one of every four teenagers overall. Youth employment and training needs are too often slighted in programs aimed at older workers. Expansion of the successful Job Corps, establishment of a new youth conservation corps, and other employment and training projects are needed to alleviate the special problems of jobless youth.

The AFL-CIO remains adamantly opposed to subminimum wages for workers of any race, sex or age. A long history of studies and pilot programs have reached the same conclusion as then Secretary of Labor George Shultz did in 1970: there is no evidence of any appreciable increase in jobs because of a subminimum wage.

For the youth program, we urge a supplemental appropriation of $1.5 billion in fiscal year 1983 and an appropriation of $3 billion in fiscal year 1984.

Dislocated Workers—Supplemental funds should be allocated to the new Job Training Partnership Act's program to help workers hit by plant closings and major layoffs. These workers need a variety of pre-layoff assistance and services, as well as training, to help them move back into regular jobs.

For this purpose, we urge a supplemental appropriation of $1 billion in fiscal year 1983 and an appropriation of $2 billion in fiscal year 1984.

Unemployment Insurance—To replace the present supplemental benefits program expiring March 31, 1983, Congress should enact a permanent program of supplemental unemployment insurance, funded by general revenues, with a maximum duration of not less than 65 weeks. The 6.27 million jobless workers now on unemployment compensation are the most in the history of a system dating to 1935. Still, only half of the 12 million officially unemployed are getting any unemployment benefits.

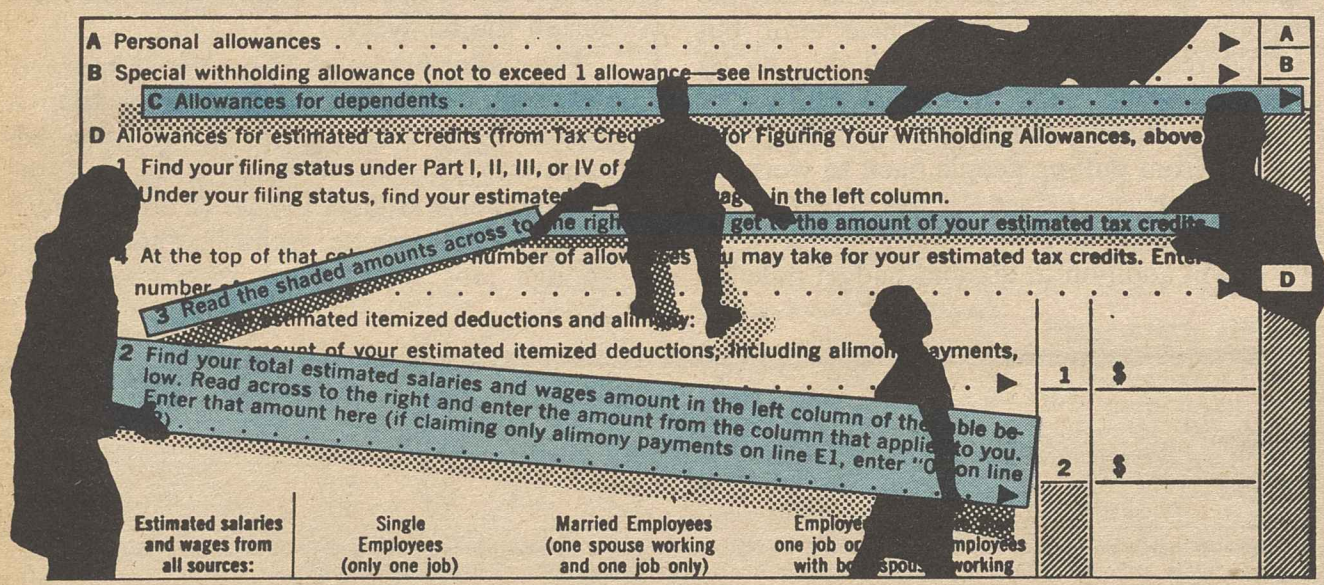
Since July 1981, more than five million workers have exhausted their regular UI benefits and another one million long-term jobless workers have lost their extended benefits. Of the 900,000 unemployed workers getting federal supplemental benefits, 135,000 have already exhausted or will soon exhaust these benefits. The remaining 765,000 will run out of benefits in the coming weeks. The drastic cutbacks in the extended UI benefit program means that these extended UI benefits are available only in about half of the states despite catastrophic unemployment levels.

To meet the urgent need of long-term jobless workers, we urge a supplemental appropriation of $2 billion in fiscal year 1983 and an appropriation of $6 billion in fiscal year 1984.

Health Care for the Unemployed—Since health insurance coverage is usually tied to the workplace, Labor Department statistics indicate 50 percent of laid-off workers lose health care protection immediately or one month after layoff. Only 20 percent get coverage for three months or more. Since the average duration of unemployment is a little over four months, most jobless workers can expect to be completely without health insurance protection. At the same time, most unemployed workers are denied Medicaid coverage because they have not been poor long enough to meet the state eligibility criteria.

We urge the necessary authorizing legislation and a supplemental appropriation of $3 billion in fiscal year 1983 and an appropriation of $5 billion in fiscal year 1984 to assure health insurance coverage and health services for unemployed workers and their families.

In summary, we are calling for supplemental appropriations of $22.5 billion in fiscal year 1983 and an appropriation of $46 billion in fiscal year 1984 to create jobs, to stim-



AFL-CIO ECONOMIC PROGRAM FOR JOBS AND FAIRNESS

BILLIONS OF DOLLARS

This table details the deficit reductions possible through the AFL-CIO program. The combination of tax measures and defense savings over the 1984-1986 period add up to over $300 billion and most of these savings would continue in later years. The cost of programs to create jobs, help the unemployed and restore fairness add up to essentially a one-time increase in expenditure of $87.8 billion. Deficits would also be reduced as employment gains create additional incomes and tax revenues.

INCREASED REVENUES & SAVINGS

Taxes	Fiscal Year (Billions) 1984	1985	1986
$700 Cap—third year	$ 6.0	$ 6.9	$ 7.4
Repeal Indexing	0.0	8.9	23.4
Trim "Savings" Exclusions	0.6	1.7	3.7
Phase Down Capital Gains Exclusions	2.5	5.6	8.1
Scale Back Estate & Gift Tax Exclusions	1.6	2.1	2.8
Foreign Tax:			
DISC	2.0	3.0	3.0
Deferral	6.0	6.6	7.1
Foreign Tax Credit	6.5	7.1	7.4
Investment Tax Credit:			
Depreciation Basis Adjustment	1.3	2.4	4.1
Reduce 10% to 7%	5.6	7.1	8.2
Limit Graduated Rates to Small Corporations	1.9	2.0	2.0
Oil & Gas Depletion & Expensing of Drilling Costs	7.2	8.0	9.0
	$41.2	$61.4	$86.2
Defense:			
5-7% Surcharge	$11-$15	$23-$32	$37-$52
Lower (5-7%) Real growth	5-3(14)	17-7(31)	25-13(33)
Total Taxes & Savings	**$57-$59**	**$101-$100**	**$148-$151**

INCREASED BUDGET OUTLAYS

Jobs & Recession Relief	Supplement to FY 1983 (Billions)	1984	Direct Jobs (thousands) 1983	1984
Comm. Development Supplemental Jobs	$ 5.0	$10.0	420	835
Youth Programs	1.5	3.0	215	430
Displaced Worker Program	1.0	2.0	—	—
Housing	5.0	10.0	85	180
Accelerated Public Works	5.0	10.0	170	340
Extended Unemployment Insurance	2.0	6.0	—	—
Health Care for the Unemployed	3.0	5.0	—	—
	$22.5	$46.0	880	1,785
Rescind Proposed Budget Cuts in Non-Defense		19.3		
TOTAL INCREASED OUTLAYS	**$22.5**	**$65.3**		

*Progressive defense surcharge on individual and corporate income tax to pay for increases in real defense spending starting in July 1984—increases reflect 5%-7% real growth.

**Defense savings represent a reduction in real defense outlays from those proposed by the Reagan Administration to a real growth level of 5% to 7%. Budget authority numbers are in parenthesis. Outlays frequently reflect previous authorizations and continue or phase out programs from earlier years plus day-to-day operations.

ulate the economy and to ease human suffering and hardship.

BUDGET CUTS

In 1983, as in 1981 and 1982, the Reagan Administration is proposing drastic cuts in federal programs that help workers, elderly people and children, the poor and the needy.

The AFL-CIO calls on Congress to reject the President's $19 billion cut in non-defense programs from current service levels and to appropriate sufficient funds for protection of the unemployed, and the needy, and for education and training to get the nation back on track to full employment.

Reagan Administration budget cuts for fiscal 1984 strike at a range of key social and economic programs. For example:

- Job training and employment funds are to be cut.
- Unemployment compensation funds are reduced.
- Trade Adjustment Assistance is to be killed.
- Education, student loans, compensatory education for disadvantaged, vocational and adult education are cut.
- Housing programs for low- and moderate-income families suffer deferrals, stretch-outs, and cutbacks.
- Federal employee pay and retirement benefits sacrificed.
- Aid for the poor is cut $12 billion in Medicaid, food stamps, child nutrition, Aid to Families with Dependent Children, and low-income energy assistance.
- Medicare and other health services take cuts.
- Revenue sharing with state and local governments is further tampered with.
- Railroad retirement increases postponed.
- Mass transit and other transportation programs are reduced again.
- Legal services for the poor are killed.
- Mine safety and health inspectors are cut.
- Environmental protection funds are drastically reduced.

Federal budget cuts in programs administered at state and local government levels have left those governments with inadequate resources to provide essential services. These federal budget cuts not only hurt people who suffered reduction of program services, they also placed additional burdens on already strained state and local government resources. There were transfers of program responsibilities to states in the form of consolidated block grants for a whole area, such as education and health, while cutting back on total funds to perform the functions, or increasing the amount by less than needed to match inflationary cost increases. Such actions were further aggravated by eliminating revenue sharing funds going to the states and freezing the amount of revenue sharing going to the cities, so that the effectiveness of such funds was decreased by inflation. The federal government has a responsibility to provide relief.

TAXES

The 1981 Reagan tax cut was irresponsible and unfair. It is damaging the economy and undermining fairness and equity in the nation's tax structure. In 1982, Congress, shocked and embarrassed by the bizarre examples of tax avoidance and huge revenue drain, pushed through a complex array of tax changes and increases that restored some revenue and curbed some of the more blatant giveaways of the Economic Recovery Tax Act of 1981 (ERTA).

The 1982 Tax Equity and Fiscal Responsibility Act (TEFRA) phased out the previous year's safe harbor leasing gimmick whereby business bought and sold tax write-offs; it extended the principle of payroll withholding to interest and dividends, and it strengthened the minimum tax provision so that those with large amounts of tax sheltered income shoulder a little more of the nation's tax burden.

These 1982 measures restored only a small part of the revenue and equity lost in the 1981 "supply side" giveaway to the rich and the corporations.

Thus, $92 billion, or half (49 percent), of the $189 billion 1984 deficit can still be traced to the Reagan tax cut even after accounting for 1982's corrective action. For the three-year 1984-1986 period the Administration's proposed cumulative deficit is $531 billion and its tax program, even after the changes made in 1982, will still drain $358 billion, or two-thirds of this projected deficit, from the Treasury.

These deficits, past and prospective, are obviously not the result of government overspending, or consciously stepping in to strengthen the economy. They are the direct result of trying to boost the economy through senseless and unfair tax cuts while sapping its lifeblood through sky-high interest rates.

The fairest and most sensible way to deal with revenue needs and equity issues is to complete the job of patching up the damage from the 1981 tax giveaway and to embark on a long-overdue program to close loopholes and put federal revenue-raising back on an equitable basis.

$700 Cap: If Congress does not act, on July 1, 1983, the third installment of the Reagan Administration's 5-10-10 percent tax cut will go into effect. Its cost will be about $30 billion. Ten billion dollars will flow into the pockets of the wealthiest and most privileged members of our society.

That $10 billion is just about equal to the amount of money the President would squeeze out of food stamps, Aid to Families with Dependent Children (AFDC), Supplemental Security Income (SSI), and child nutrition programs over the next five years.

A family of four with income of $100,000

	1983	1984	($ Billion) 1985	1986	1984–1986
ERTA	$ −82.6	$−130.3	$−158.2	$−202.3	$−490.8
TEFRA	+17.3	+38.3	+42.2	+52.1	+132.6
Net Revenue Loss	$ −65.3	$ −92.0	$−116.0	$−150.2	$−358.2
Percent of Deficit	31.4%	48.7%	59.7%	98.3%	67.5%

Source: Budget U.S. Fiscal Year 1984.

a year would receive $2,400 per year in tax reductions—on top of $4,500 per year from the first two installments. In sharp contrast, a $30,000 working family would receive a cut of $340, and a family earning $20,000 would only get $175 from the July cut.

A tax cut of such size and distribution is unconscionable and the third installment must be limited. With an appropriate cap, no taxpayer would get more than $700. Capping the total tax reduction in such a fashion will have little or no effect on income under $45,000, so it does not risk reducing consumer demand or otherwise weakening the economy. The revenue gain would be $6 billion in fiscal year 1984, and total $21 billion for the three years 1984 through 1986. At the same time, the income tax would become somewhat more equitable as the giveaway to those at the top is reduced.

H.R. 1183, a bill to limit the individual tax cut of 1983 to $700, was introduced February 2, 1983, by Representative Guarini of New Jersey with co-sponsors including Representatives Wright of Texas, Foley of Washington, and Gephardt of Missouri.

Repeal Indexation: Another way to raise revenues while strengthening the economy is to repeal the indexation provisions of the ERTA that will take effect in 1985. An indexed tax code means a sharp limitation on the ability of the federal government to manage the economy. It amounts to a permanent and continuing erosion of the tax base regardless of economic need or circumstance. Repealing the indexation provision would save $8.9 billion in fiscal year 1985 and $23.4 billion in fiscal 1986.

"Savings Incentives": The 1981 Act contained a number of provisions which would supposedly reward savers. These devices—interest and dividend exclusions, individual and self-employed retirement accounts and the like—erode the equity of the tax structure by benefitting primarily those who can afford to save. Moreover, individuals and families in higher tax brackets receive greater benefits. Any small tax reduction that flows to moderate and middle income Americans is overshadowed by the competition for funds and the ratcheting up of interest rates that these devices cause.

Beginning in 1985, 15 percent of interest income that exceeds non-mortgage interest expense will be tax exempt up to $6,000 ($3,000 single). Repeal of this exclusion would save $.6 billion in fiscal year 1984, $1.7 billion in 1985 and $3.7 billion in 1986.

Individual Retirement Account provisions should be made more equitable and less costly by changing the off-the-top exclusion to a credit providing the same dollar amount to all "savers" regardless of their tax bracket.

Capital Gains: The 60 percent exclusion of profits from the sale of stocks, bonds, real estate or other capital assets and the total tax exemption of such gains when passed on to heirs fundamentally violate the concept of tax equity.

The 60 percent capital gains exclusion is an $18 billion a year revenue loser, and the top 5 percent of the nation's taxpayers get 60 percent of the benefit. Cutting the exclusion back to the pre-1979 50 percent level would raise $2.5 billion in 1984, and beginning on a 5-year phasedown of the exclusion in 1985, with adequate protection for homeowners, could raise over $16 billion in the 1984-86 period.

Estate and Gift Taxes: The 1981 Revenue Act essentially repealed the Estate and Gift Tax. Sharp cuts in rates and increased exemptions and credits cut the revenue from this tax so drastically that by 1986 this tax on the transfer of wealth will account for only one-half of one percent of federal revenue. The 1981 cuts should be repealed and the estate and gift tax should be restored to its former structure, which allowed $250,000 or one-half of the estate (whichever is greater) to be passed on to the surviving spouse tax free and provided generous credits for other heirs.

Scaling back estate and gift tax exclusions could generate $3.2 billion in FY 1984, $4.2 billion in 1985 and $5.6 billion in FY 1986.

Corporate Taxes: The corporate income tax should be reinstated as a source of revenue, equity and economic balance. Corporate income tax receipts for the 1983 and 1984 budgets are estimated at $35.3 and $51.8 billion respectively. At this level, the tax amounts to only 5.9 percent of total 1983 budget receipts and 7.8 percent of anticipated 1984 revenue. In 1980 the ratio was 12.5 percent, and in 1970 it was 17 percent. In 1960—before the enactment of depreciation speed-ups, the investment tax credits, and rate reductions—the corporate income tax financed nearly 25 percent of the total federal budget. If the corporate income tax were to bear the same share of the federal tax burden in 1984 as it did in 1980, receipts would be $30 billion higher.

Tax subsidies encourage the overseas operations of U.S.-based multinational corporations. These preferences have eroded the tax structure, destroyed American jobs, and spurred the outflow of U.S. capital, technology, and know-how.

■ **Foreign Tax Credit:** The present practice of allowing dollar-for-dollar credits against a multinational company's U.S. income tax liability is a loophole which encourage U.S. corporations to produce abroad. Foreign taxes should be deducted just like other costs of doing business.

■ **Deferral:** The deferral privilege allows multinational corporations to defer U.S. income tax payments on the earnings of their foreign subsidiaries until such profits are brought home—which may never occur.

■ **DISC:** Elimination of the Domestic International Sales Corporation (DISC) which allows corporations to spin off income and profits into export subsidiaries in order to defer, perhaps indefinitely, taxes on export profits.

Ending these three foreign tax subsidies would raise $14.5 billion in revenue in FY 1984 and $48.7 billion in the 1984-1986 period.

The Investment Tax Credit: In 1982 Congress went halfway toward eliminating the practice of deducting, as depreciation allowances, costs that were already deducted as investment credits. If the job were completed and business were required to reduce the depreciation base by the full ITC rather than only one-half, $1.3 billion would be recaptured in FY 1984 and $7.8 billion over the three-year 1984-1986 period. Cutting the credit back from 10 percent to its previous 7 percent level would raise $5.6 billion in FY 1984 and $20.9 billion in the 1984-1986 period.

The "Small Business" Rate: Under present law, the first $100,000 of corporate net profit is taxed at a maximum of 26.75 percent. This low rate, justified as a device to cut taxes on small business, also applies to large corporations. Moreover, the largest corporations receive the lion's share of the tax break. Limiting this lower rate to smaller corporations (phased out between $100 and $200,000) would raise $1.9 billion in FY 1984 and $5.9 billion in the three-year 1984-1986 period. It should also help the competitive position of smaller businesses.

Oil and Gas: High on the list of unfinished business is the elimination of the special tax loopholes for the oil and gas industry. Eliminating percentage depletion and the immediate expensing of drilling costs would increase revenue in 1984 by $7.2 billion and generate a cumulative revenue increase of over $24 billion during the 1984-1986 period.

Various tax proposals spelled out in the Reagan Administration's FY 1984 Budget would further erode the fairness, simplicity, and the productivity of the tax code.

Tuition tax credits are trotted out again and a new "Individual Education Account" gimmick is floated despite the deficits and the need to improve funding for educational opportunities accessible to all citizens, including the disadvantaged.

An estimated $135 billion in corporate tax reductions will accumulate during the 1982-1986 period due to the 1981 changes in depreciation allowances. This massive revenue giveaway did not generate the expected boom in investment, output or employment. Instead, the economy sank into the worst recession in the post-war period. Accordingly, there is no reason to provide further so-called "incentives" to the corporate sector.

The problem of urban economic decay will not be solved by or through the so-called enterprise zones which have been proposed by the Administration. These zones would do nothing to stimulate overall economic development. Instead, they would merely encourage business tax cuts, plant piracy and a reshuffling of workers and jobs.

The Administration proposes tax workers' health insurance premiums above $175 a month for a family and $70 for an individual. This will particularly hurt older workers, handicapped workers, workers with large families, workers exposed to harmful chemicals and other industrial hazards—in fact, anyone with large health care costs.

The so-called "contingency tax," proposed by the Reagan Administration to assuage the fears of the financial community about monstrous deficits in the future, would probably have the opposite effect. Uncertainty about the future would be aggravated, not dampened, by such a "tax." It would not touch the billions of dollars that escape the tax base through inappropriate exclusions, tax shelters, write-offs of phantom costs, and overseas tax havens.

The federal government's fiscal problems —in large part the result of tax injustice— have ironically touched off an array of proposals for "simplification" and reform which in fact would shift even more of the tax burden to low- and middle-income Americans.

Such proposals include a national sales tax, a flat tax or measures to further diminish or eliminate the corporate income tax. In short, we reaffirm our support for a tax structure firmly grounded on the principle of ability to pay.

Jobs bill, budget

Congress challenges Reagan funding limits

Continued from Page 1

A misleading scare campaign generated by the banks has flooded Congress with letters from constituents urging repeal of the 10 percent withholding provision that is scheduled to take effect in July. Sen. Robert W. Kasten, Jr. (R-Wis.) sought to tie a repeal provision to the job funding measure and Senate leaders maneuvered to keep it from being adopted.

The stalemate was broken when Kasten was promised a vote on his repeal bill next month. The Senate then passed the funding bill, 82-16, sending it to conference.

On the withholding tax issue, the White House and labor were in accord that the repeal attempt should be rejected. An estimated $19 billion in tax revenues is lost each year from the under-reporting of interest and dividend income.

Brewing in the wings of both the House and Senate was a battle over the shape of the budget for the fiscal year that starts next Oct. 1.

Many of the details of the budget resolution Congress will act on this spring will be filled in later in the year. But the budget resolution adopted by Congress will dictate much of the subsequent action and will set the range of the economic recovery program.

Democratic proposal

House Democrats, seeking a consensus on the basis of a questionnaire from party leaders soliciting their views, came up with a proposal that the Budget Committee is expected to adopt on a largely party-line vote.

It would add some $16 billion in outlays to President Reagan's proposed budget, largely through restoration of cuts the Administration wants to make in domestic programs and additions for job-related programs and recession-relief measures such as loans to prevent home foreclosures and health insurance for the jobless.

These move in the direction the AFL-CIO has urged, but fall short of labor's proposals.

The Democratic plan would bring the projected deficit far below the Reagan budget by raising revenue through repeal, deferment or substantial modification of the scheduled July 1 tax cut. The budget resolution would obligate Congress to legislate a formula for additional revenue but would not dictate the method.

Presumably, Republicans will attempt to put together a conservative coalition of the type that gave the Administration its budget victories in the last Congress.

Defense flap

A big controversy in both the House and Senate will be the Administration's request for a 10 percent after-inflation rise in defense spending. The House Democratic version proposed to cut the increase back to 4 percent in real terms. But the Administration was also headed for a setback in the Senate Appropriations Committee, which was reported in agreement on holding the rise below 6 percent.

At the Administration's request, the Republican-controlled Senate committee agreed to put off action on the defense budget until after the Easter recess. The White House was reported trying to work out a compromise that would avoid a direct defeat for the President.

'82 contract gains averaged 7.4% for public employees

Major state and local government collective bargaining contracts in 1982 provided an average first-year gain in total compensation of 7.4 percent, the Bureau of Labor Statistics reported. Compensation includes wages and benefits.

Over the life of these contracts, BLS said, the annual average compensation increase also was 7.4 percent. Wages alone increased an average of 7.2 percent in both the first contract year and annually over the life of the agreements.

The BLS data are derived from 42 settlements last year each covering 5,000 or more workers for a total of 573,000 workers.

The bureau noted that the measures on government contracts are not comparable with data published for the private sector earlier this year. Cost-of-living clauses cover only 2 percent of workers in the state and local government settlements, compared with 34 percent of those in the private sector, for example. Also, pension benefits are not subject to collective bargaining in many public jurisdictions, BLS noted.

Private-sector contracts covering 5,000 or more workers each last year provided an average increase in wages and benefits of 3.2 percent in the first year and 2.7 percent a year over term.

Stocking up

Food for jobless members of Auto Workers Local 72 on long-term layoff from the American Motors Corp. plant in Kenosha, Wis., fills the local's headquarters. The food was brought with donations of $15,865.80 from the local's working members and a matching contribution from AMC. About 92,600 pounds of groceries were sorted, bagged and distributed to some 1,150 laid-off members by union volunteers and retirees. The UAW got competitive bids on the food with the help of Food & Commercial Workers Local 1444 in Kenosha.

Weekly plant collections aid jobless UAW members

Detroit—Members of the Auto Workers who still have jobs are bringing food and cash donations to plants and union halls every Thursday to help out jobless UAW members.

At the same time that the union announced the expansion of its own direct-help program, it called on the federal government to speed up emergency assistance for the jobless and the needy.

UAW Vice President Owen Bieber announced the stepped-up collection program, which took effect Mar. 10, at a conference on services for unemployed members held at the union's headquarters.

More than 200 UAW local union officers and staff as well as representatives of state and local social service agencies participated in the conference. It focused on ways to deliver a full range of social, financial and emotional aid to jobless workers and their families.

Bieber said the new emergency food drive is patterned on the 10-week UAW-General Motors Corp. "Care and Share" program that just expired. But he stressed that what the UAW is doing "in no way absolves the federal government and its agencies from their responsibility to act."

The UAW-GM program, in which contributions of food or cash made by union members were matched by the company, resulted in the collection of nearly $2.1 million worth of food and $948,971 in cash from workers. GM matched it with over $3 million in cash. The union said UAW retirees contributed some $25,000 of its donations.

Bieber said GM local unions will continue to accept donations for distribution through local community assistance programs, and that the purpose of the new food program is to coordinate those and other efforts already underway around the country and to "put the full backing of the international union behind them."

Political action

He also told the conference that political action is an important part of the union's assistance program because "the real solutions to chronic unemployment are political solutions."

The UAW "will not only be helping our unemployed brothers and sisters to get on their feet, but will also be urging them to use those feet to get to the polls."

Bieber also urged federal, state and local authorities to distribute surplus food supplies to the unemployed, to expand all other types of assistance such as shelter and clothing.

Earlier this month, in a gesture of solidarity, members of the German Metalworkers Union at an Opel automobile plant near Frankfurt collected and sent to the UAW in Detroit some $25,000 in cash, as well as food and clothing, to aid unemployed auto workers.

The West German unionists said they acted out of a desire to help American brothers and sisters in a time of crisis and in memory of similar generosity extended to workers at their plant by UAW members just after World War II.

Religious groups assail budget plan

Leaders of the nation's major religious denominations said the Reagan Administration's fiscal 1984 budget proposal is morally unacceptable because it "rejects the rights of the poor and of the unemployed."

In a press conference at the U.S. Capitol, Protestant, Catholic and Jewish leaders said "the federal budget represents the most important moral statement our government will make this year."

Their joint statement said they were "profoundly disturbed" by the Reagan budget, which they said presented "a vision of a nation intent on a selfish and dangerous course of social stinginess and military overkill."

Unifying issue

In what they called "an unprecedented show of unity" by denominational leaders on the budget issue, they urged Congress to enact "a just federal budget—a moral statement for our nation—which boldly proclaims the vision of a just society rooted in our nation's most compassionate traditions and guided by our deepest beliefs in God's intention for humankind."

The statement was signed by representatives of the Union of American Hebrew Congregations, American Jewish Congress, U.S. Catholic Conference, United Church of Christ, United Methodist Church, United Presbyterian Church, the Southern Presbyterian Church, Disciples of Christ, Reformed Church in America, Church of the Brethren, African Methodist Episcopal Church, Progressive National Baptist Convention, American Baptist Churches, Friends United Meeting, Unitarian-Universalist Association and the American Ethical Union.

Public debate

Kenneth L. Teegarden, president of the Disciples of Christ, called that statement "the opening effort of the churches in the public debate over the budget."

Teegarden said churches across the nation have been struggling to assist the large numbers of recession victims through soup kitchens and other ways. But he said the needs can only be met by reorienting budget priorities.

"The private sector will do what it can, but there is simply no way to fill the gap," said Ron Krietemeyer, director of the U.S. Catholic Conference's Domestic Social Development Office. He said that church volunteers are confronted with "an obscene level of need—all those who are turned away every night."

In their two-page statement, the religious leaders said the Reagan budget would "condemn the poor to suffer even more." They urged Congress "to refuse to reduce any further those survival programs on which the poor depend, and to restore funding to meet the needs of our poorest citizens."

They called on Congress to enact pending jobs and emergency relief legislation and also "a more far-reaching jobs program."

In addition, the statement said Congress should "commit itself to creating a full employment economy where everyone has the right to earn fair wages at a job freely chosen."

Jobs trade-off

The Reagan budget, the statement stressed, "continues the policy of using unemployment as the principal weapon to fight inflation. It thereby deliberately flouts society's collective responsibility to take direct action to reduce this enormous and unnecessary waste of human potential."

On the budget's large military spending increases, the statement said that "in the name of defense, this budget equates peacekeeping with firepower and thereby increases our insecurity as more and more destabilizing weapons systems are added to an already bloated arsenal."

Social security retirement age rollcall

The House voted 228-202 on Mar. 9 for a labor-opposed amendment to the social security bill that would gradually raise the age at which full social security retirement benefits can be paid from 65 to 67.

Voting right (R) against the amendment were 188 Democrats and 14 Republicans. Wrong votes (W) for the amendment were cast by 76 Democrats and 152 Republicans.

Numerals show congressional districts. A—absent.

ALABAMA
1. Edwards (R) W
2. Dickinson (R) W
3. Nichols (D) R
4. Bevill (D) R
5. Flippo (D) W
6. Erdreich (D) R
7. Shelby (D) W

ALASKA
AL Young (R) W

ARIZONA
1. McCain (R) W
2. Udall (D) W
3. Stump (R) W
4. Rudd (R) W
5. McNulty (D) W

ARKANSAS
1. Alexander (D) W
2. Bethune (R) W
3. Hammerschmidt (R) W
4. Anthony (D) W

CALIFORNIA
1. Bosco (D) R
2. Chappie (R) W
3. Matsui (D) W
4. Fazio (D) R
5. Burton (D) R
6. Boxer (D) R
7. Miller (D) R
8. Dellums (D) R
9. Stark (D) W
10. Edwards (D) R
11. Lantos (D) R
12. Zschau (R) W
13. Mineta (D) R
14. Shumway (R) W
15. Coelho (D) R
16. Panetta (D) R
17. Pashayan (R) W
18. Lehman (D) R
19. Lagomarsino (R) W
20. Thomas (R) W
21. Fiedler (R) W
22. Moorhead (R) W
23. Beilenson (D) W
24. Waxman (D) R
25. Roybal (D) R
26. Berman (D) R
27. Levine (D) R
28. Dixon (D) R
29. Hawkins (D) R
30. Martinez (D) R
31. Dymally (D) R
32. Anderson (D) R
33. Dreier (R) W
34. Torres (D) R
35. Lewis (R) W
36. Brown (D) R
37. McCandless (R) W
38. Patterson (D) R
39. Dannemeyer (R) W
40. Badham (R) W
41. Lowery (R) W
42. Lungren (R) W
43. Packard (R) W
44. Bates (D) W
45. Hunter (R) W

COLORADO
1. Schroeder (D) R
2. Wirth (D) R
3. Kogovsek (D) R
4. Brown (R) W
5. Kramer (R) W
6. Vacancy

CONNECTICUT
1. Kennelly (D) R
2. Gejdenson (D) R
3. Morrison (D) R
4. McKinney (R) W
5. Ratchford (D) R
6. Johnson (R) R

DELAWARE
AL Carper (D) W

FLORIDA
1. Hutto (D) W
2. Fuqua (D) W
3. Bennett (D) W
4. Chappell (D) W
5. McCollum (R) W
6. MacKay (D) W
7. Gibbons (D) W
8. Young (R) W
9. Bilirakis (R) W
10. Ireland (D) W
11. Nelson (D) R
12. Lewis (R) R
13. Mack (R) W
14. Mica (D) R
15. Shaw (R) W
16. Smith (D) R
17. Lehman (D) R
18. Pepper (D) R
19. Fascell (D) R

GEORGIA
1. Thomas (D) W
2. Hatcher (D) W
3. Ray (D) W
4. Levitas (D) W
5. Fowler (D) R
6. Gingrich (R) W
7. McDonald (D) W
8. Rowland (D) W
9. Jenkins (D) W
10. Barnard (D) W

HAWAII
1. Heftel (D) W
2. Akaka (D) R

IDAHO
1. Craig (R) W
2. Hansen (R) W

ILLINOIS
1. Washington (D) A
2. Savage (D) R
3. Russo (D) R
4. O'Brien (R) W
5. Lipinski (D) W
6. Hyde (R) W
7. Collins (D) R
8. Rostenkowski (D) W
9. Yates (D) R
10. Porter (R) W
11. Annunzio (D) W
12. Crane, Philip (R) W
13. Erlenborn (R) W
14. Corcoran (R) W
15. Madigan (R) W
16. Martin (R) W
17. Evans (D) R
18. Michel (R) W
19. Crane, Dan (R) W
20. Durbin (D) R
21. Price (D) R
22. Simon (D) R

INDIANA
1. Hall (D) R
2. Sharp (D) R
3. Hiler (R) W
4. Coats (R) W
5. Hillis (R) W
6. Burton (R) W
7. Myers (R) W
8. McCloskey (D) R
9. Hamilton (D) W
10. Jacobs (D) R

IOWA
1. Leach (R) W
2. Tauke (R) W
3. Evans (R) W
4. Smith (D) R
5. Harkin (D) R
6. Bedell (D) W

KANSAS
1. Roberts (R) W
2. Slattery (D) W
3. Winn (R) W
4. Glickman (D) W
5. Whittaker (R) W

KENTUCKY
1. Hubbard (D) R
2. Natcher (D) R
3. Mazzoli (D) W
4. Snyder (R) R
5. Rogers (R) W
6. Hopkins (R) W
7. Perkins (D) R

LOUISIANA
1. Livingston (R) W
2. Boggs (D) R
3. Tauzin (D) W
4. Roemer (D) W
5. Huckaby (D) R
6. Moore (R) W
7. Breaux (D) W
8. Long (D) R

MAINE
1. McKernan (R) W
2. Snowe (R) W

MARYLAND
1. Dyson (D) R
2. Long (D) R
3. Mikulski (D) R
4. Holt (R) W
5. Hoyer (D) R
6. Byron (D) W
7. Mitchell (D) R
8. Barnes (D) R

MASSACHUSETTS
1. Conte (R) R
2. Boland (D) A
3. Early (D) R
4. Frank (D) R
5. Shannon (D) R
6. Mavroules (D) R
7. Markey (D) R
8. O'Neill (D) Speaker
9. Moakley (D) R
10. Studds (D) W
11. Donnelly (D) R

MICHIGAN
1. Conyers (D) R
2. Pursell (R) W
3. Wolpe (D) R
4. Siljander (R) W
5. Sawyer (R) W
6. Carr (D) R
7. Kildee (D) R
8. Traxler (D) R
9. Vander Jagt (R) W
10. Albosta (D) R
11. Davis (R) R
12. Bonior (D) R
13. Crockett (D) R
14. Hertel (D) R
15. Ford (D) R
16. Dingell (D) R
17. Levin (D) R
18. Broomfield (R) W

MINNESOTA
1. Penny (D) W
2. Weber (R) W
3. Frenzel (R) W
4. Vento (D) R
5. Sabo (D) R
6. Sikorski (D) R
7. Stangeland (R) W
8. Oberstar (D) R

MISSISSIPPI
1. Whitten (D) R
2. Franklin (R) W
3. Montgomery (D) W
4. Dowdy (D) R
5. Lott (R) W

MISSOURI
1. Clay (D) R
2. Young (D) R
3. Gephardt (D) R
4. Skelton (D) R
5. Wheat (D) R
6. Coleman (R) W
7. Taylor (R) W
8. Emerson (R) W
9. Volkmer (D) R

MONTANA
1. Williams (D) R
2. Marlenee (R) W

NEBRASKA
1. Bereuter (R) W
2. Daub (R) W
3. Smith (R) W

NEVADA
1. Reid (D) R
2. Vucanovich (R) W

NEW HAMPSHIRE
1. D'Amours (D) R
2. Gregg (R) W

NEW JERSEY
1. Florio (D) R
2. Hughes (D) R
3. Howard (D) R
4. Smith (R) W
5. Roukema (R) W
6. Dwyer (D) R
7. Rinaldo (R) R
8. Roe (D) R
9. Torricelli (D) R
10. Rodino (D) R
11. Minish (D) R
12. Courter (R) W
13. Forsythe (R) W
14. Guarini (D) R

NEW MEXICO
1. Lujan (R) W
2. Skeen (R) W
3. Richardson (D) R

NEW YORK
1. Carney (R) W
2. Downey (D) W
3. Mrazek (D) R
4. Lent (R) W
5. McGrath (R) W
6. Addabbo (D) R
7. Ackerman (D) R
8. Scheuer (D) R
9. Ferraro (D) R
10. Schumer (D) R
11. Towns (D) R
12. Owens (D) R
13. Solarz (D) R
14. Molinari (R) R
15. Green (R) W
16. Rangel (D) R
17. Weiss (D) R
18. Garcia (D) R
19. Biaggi (D) R
20. Ottinger (D) R
21. Fish (R) W
22. Gilman (R) R
23. Stratton (D) W
24. Solomon (R) W
25. Boehlert (R) W
26. Martin (R) W
27. Wortley (R) W
28. McHugh (D) R
29. Horton (R) W
30. Conable (R) W
31. Kemp (R) W
32. LaFalce (D) R
33. Nowak (D) R
34. Lundine (D) W

NORTH CAROLINA
1. Jones (D) W
2. Valentine (D) W
3. Whitley (D) W
4. Andrews (D) R
5. Neal (D) A
6. Britt (D) R
7. Rose (D) R
8. Hefner (D) W
9. Martin (R) W
10. Broyhill (R) W
11. Clarke (D) R

NORTH DAKOTA
AL Dorgan (D) R

OHIO
1. Luken (D) R
2. Gradison (R) W
3. Hall (D) R
4. Oxley (R) W
5. Latta (R) W
6. McEwen (R) W
7. DeWine (R) W
8. Kindness (R) W
9. Kaptur (D) R
10. Miller (R) R
11. Eckart (D) R
12. Kasich (R) W
13. Pease (D) R
14. Seiberling (D) R
15. Wylie (R) W
16. Regula (R) R
17. Williams (R) R
18. Applegate (D) R
19. Feighan (D) R
20. Oakar (D) R
21. Stokes (D) R

OKLAHOMA
1. Jones (D) W
2. Synar (D) W
3. Watkins (D) W
4. McCurdy (D) W
5. Edwards (R) W
6. English (D) W

OREGON
1. AuCoin (D) W
2. Smith (R) W
3. Wyden (D) R
4. Weaver (D) R
5. Smith, Denny (R) W

PENNSYLVANIA
1. Foglietta (D) R
2. Gray (D) R
3. Borski (D) R
4. Kolter (D) R
5. Schulze (R) W
6. Yatron (D) R
7. Edgar (D) R
8. Kostmayer (D) R
9. Shuster (R) W
10. McDade (R) R
11. Harrison (D) R
12. Murtha (D) R
13. Coughlin (R) W
14. Coyne, William (D) R
15. Ritter (R) W
16. Walker (R) W
17. Gekas (R) W
18. Walgren (D) R
19. Goodling (R) R
20. Gaydos (D) R
21. Ridge (R) W
22. Murphy (D) R
23. Clinger (R) W

RHODE ISLAND
1. St Germain (D) R
2. Schneider (R) R

SOUTH CAROLINA
1. Hartnett (R) W
2. Spence (R) W
3. Derrick (D) R
4. Campbell (R) W
5. Spratt (D) R
6. Tallon (D) R

SOUTH DAKOTA
AL Daschle (D) W

TENNESSEE
1. Quillen (R) W
2. Duncan (R) W
3. Bouquard (D) W
4. Cooper (D) W
5. Boner (D) R
6. Gore (D) R
7. Sundquist (R) W
8. Jones (D) R
9. Ford (D) R

TEXAS
1. Hall, Sam (D) W
2. Wilson (D) W
3. Bartlett (R) W
4. Hall, Ralph (D) W
5. Bryant (D) R
6. Gramm (R) W
7. Archer (R) W
8. Fields (R) W
9. Brooks (D) W
10. Pickle (D) W
11. Leath (D) W
12. Wright (D) W
13. Hightower (D) W
14. Patman (D) R
15. de la Garza (D) W
16. Coleman (D) W
17. Stenholm (D) W
18. Leland (D) R
19. Hance (D) W
20. Gonzalez (D) R
21. Loeffler (R) W
22. Paul (R) W
23. Kazen (D) W
24. Frost (D) R
25. Andrews (D) W
26. Vandergriff (D) W
27. Ortiz (D) W

UTAH
1. Hansen (R) W
2. Marriott (R) W
3. Nielson (R) W

VERMONT
AL Jeffords (R) W

VIRGINIA
1. Bateman (R) W
2. Whitehurst (R) W
3. Bliley (R) W
4. Sisisky (D) R
5. Daniel (D) W
6. Olin (D) W
7. Robinson (R) W
8. Parris (R) W
9. Boucher (D) R
10. Wolf (R) W

WASHINGTON
1. Pritchard (R) W
2. Swift (D) R
3. Bonker (D) R
4. Morrison (R) W
5. Foley (D) R
6. Dicks (D) R
7. Lowry (D) R
8. Chandler (R) W

WEST VIRGINIA
1. Mollohan (D) R
2. Staggers (D) R
3. Wise (D) R
4. Rahall (D) R

WISCONSIN
1. Aspin (D) R
2. Kastenmeier (D) R
3. Gunderson (R) W
4. Zablocki (D) R
5. Moody (D) R
6. Petri (R) W
7. Obey (D) R
8. Roth (R) W
9. Sensenbrenner (R) W

WYOMING
AL Cheney (R) W

EDITORIALS

Holes in the Floor

AMERICA'S GOLDEN AGE, as President Reagan apparently views it, began to tarnish early in this century. That's when government began to climb on the backs of the people, according to the White House reading of American history.

The President explained it all in his message to Congress advocating a cut-rate "youth opportunity wage."

"For nearly a century and a half, this nation experienced no significant youth unemployment problem. Then, just after the turn of the century, state legislatures began enacting minimum wage laws," the President complained.

Actually, as the presidential message notes, those early state efforts were so minuscule that "there was little impact." Even Mr. Reagan couldn't complain too strenuously over the minimum wage of $1 to $1.25 a day, applicable only to women and girls, that Arkansas adopted in 1915 and didn't get around to updating until 1968.

THE REAL culprit, the President insisted, was enactment by Congress of the 1938 Fair Labor Standards Act, which included a federal minimum wage for firms in interstate commerce.

Reagan told Congress that this federal wage floor "contributed to declining youth employment in manufacturing." But fortunately, "other industries such as retail trade and the service sector still provided an outlet for the energies of youth who wished to work."

But all good things come to an end, and "during the 1960s and the 1970s, the minimum wage was increased and its coverage was expanded. Youth unemployment increased, Reagan said, conveniently ignoring the fact that unemployment has likewise increased among all age groups.

Two years ago, Labor Sec. Raymond J. Donovan took a more skeptical view in testimony at Senate hearings on a subminimum youth wage proposed by a right-wing Republican senator. Donovan noted at the time that present law allows full-time students to be employed at 85 percent of the minimum wage in after-school and summer jobs—and hundreds of thousands of them are so employed.

But, he was told, procedures for hiring at the student rate are "cumbersome."

The Secretary of Labor's reply was that it might be even more "cumbersome" for the Labor Dept. to supervise a broader youth subminimum wage to make sure that it is not being abused.

Now, singing the White House tune, Mr. Donovan makes the incredible claim that the Administration's subminimum wage proposal "would not displace adult workers" and "would create a minimum of 150,000 to 640,000 new jobs for youth.

OF COURSE, the erosion of buying power since Congress last adjusted the pay floor has had the effect of cutting the real pay of everyone employed at the minimum wage.

Mr. Reagan had something to say about that, also. He will "vigorously oppose" any increase in the minimum, even if limited to adults, because it would add to unemployment.

If a lower minimum wage will increase jobs and a higher pay floor will decrease jobs, it doesn't take much of a leap of the imagination to see where the Reagan Administration's line of reasoning is taking us.

Those No Account Banks

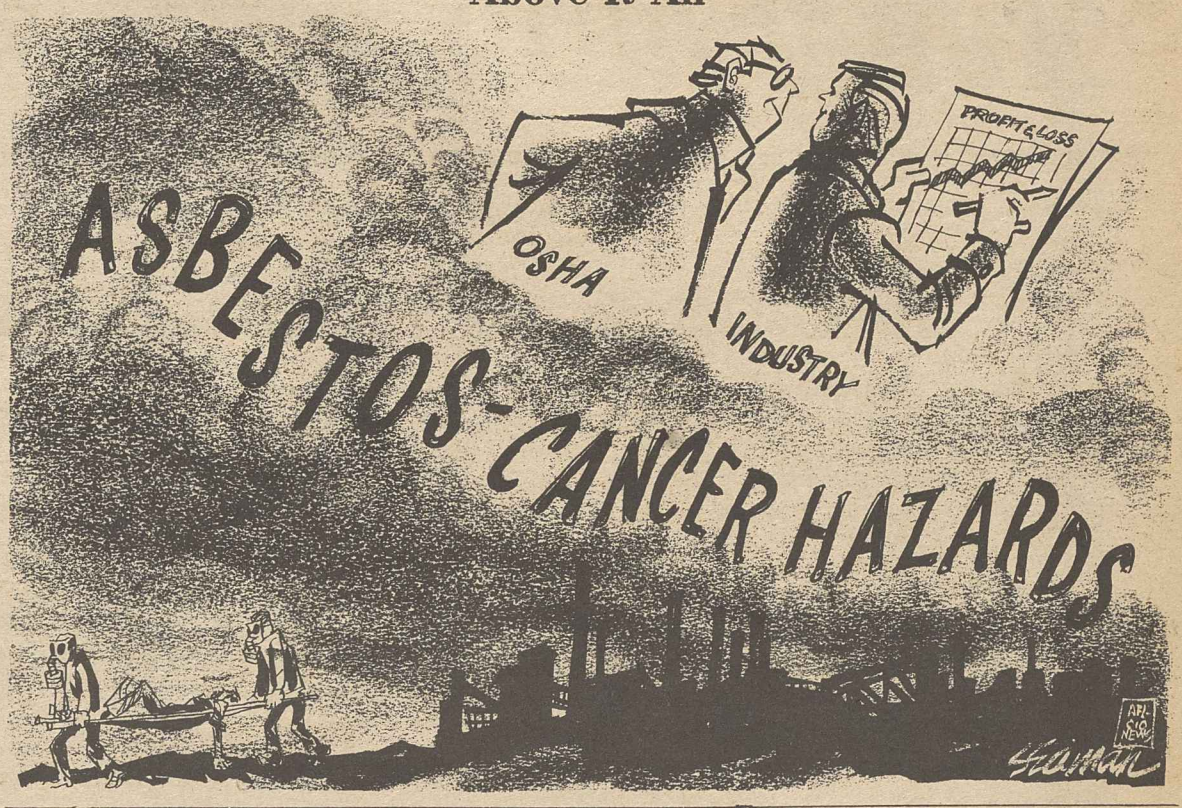
IT ISN'T OFTEN, as some readers may have noted, that the AFL-CIO finds itself in strong agreement with the Reagan Administration on an economic issue.

But the President is on the right track in resisting the pressure created by the nation's banks for repeal of the modest 10 percent withholding tax on interest and dividend income.

Working people have their estimated income tax withheld from their paychecks, but people whose income comes largely from investments are on what amounts to an honor system. The result is an estimated $19 billion a year in lost tax revenues.

That money is needed—for programs to get people back to work, for national defense and, yes, to hold down the budget deficit.

Above It All



Washington Window

Politics of greed block FDR's road to progress

By Press Associates, Inc.

Normally, it takes years for historians to gather material, ponder it and put history into perspective. But Arthur Schlesinger, Jr., chronicler of the New Deal era, already has seen enough of the Reagan counterrevolution.

Schlesinger spoke his mind at a dinner in the nation's capital for veterans of the Roosevelt Administration. The event celebrated the 50th anniversary of Franklin D. Roosevelt's first inaugural.

There did, indeed, seem to be giants in those days, Schlesinger said as he called the roll of talented people drawn to the New Deal. He said "history must measure these men and women by what they did" and recited their work:

"Before FDR there was no social security for the old, no unemployment compensation for the jobless, no food stamps for the poor, no federal lunches for school children, no federal regulation of the stock market, no federal guarantee of bank deposits, no federal protection for collective bargaining, no federal standards for minimum wages and maximum hours, no federal support for farm prices or rural electrification, no federal commitment to high employment or to equal opportunity.

Unresponsive government

"Before FDR, in short, the national government accepted no responsibility for Americans who found themselves, through no fault of their own, in economic or social distress."

The Great Depression confronted American democracy with a deadly challenge, Schlesinger said. When FDR took office in 1933, a quarter of the labor force was jobless. Mobs gathered in the cities. The countryside talked of revolution.

FDR promised action and act he did, Schlesinger said. New Deal programs built schools and roads and dams, developed the Tennessee Valley and other poor regions and created jobs and opportunities for millions of people.

In listening to FDR's inaugural speech again, Schlesinger said, certain words leapt out which had special relevance to today's problems. Business control of government had failed the nation; the "unscrupulous money-changers stand indicted" by public opinion and have fled the temple, FDR said.

Ethic of decency

Schlesinger said FDR had "posed an ethic of decency against the ethic of greed." FDR knew this was an age-old struggle to decide whether those of wealth and privilege also should hold political power and use it to increase that wealth and privilege.

"Greed is the animating principle of the Reagan Administration," Schlesinger declared, "untiring greed, anointed greed, ill-concealed by lofty words about self-reliance or voluntary charity or monetarism or supply-side economics or the new federalism or states' rights."

Schlesinger said the scandal in the Environmental Protection Agency is only the tip of the iceberg. The determination of the Interior Dept. "to turn the public domain over to private greed" will bring back overgrazing, overcutting and the looting of natural resources, he warned, adding:

"Greed controls tax policy; it controls labor policy; it controls antitrust policy; it has delivered the regulatory agencies to the corporations they were set up to regulate. Greedy men and, alas, women too have settled in public office like a plague of locusts, converting public responsibility into corporate enrichment."

Before the Reagan Administration leaves town, he predicted, its record will make the Teapot Dome and Dixon-Yates scandals look like Sunday school picnics.

Schlesinger recalled that FDR said "the test of progress is not whether we add more to the abundance of those who have much; it is whether we provide enough for those who have too little."

AFL-CIO news

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Vol. 28, No. 11 SATURDAY, MARCH 19, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
American Federation of Labor and Congress of Industrial Organizations

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MEMO FROM COPE

Not to Mention Foxes in the Chicken Coop

Moles and the 'Coors Connection'

Moles, moles . . . everywhere you look, moles. Right-wing moles installed in the infrastructure (a word getting a lot of exercise these days) of government—many of them, apparently, planted into federal positions by, or because of, union-busting brewer Joe Coors, who's footsie with Ronald Reagan as a member of the President's "kitchen cabinet."

A recent *Washington Post* story reveals this alarming underside to the more publicized charges and counter-charges involving the Environmental Protection Agency—information not in the least diminished in impact by the resignation, under fire, of EPA Administrator Anne Gorsuch-Burford.

The *Post* disclosed how the EPA—a *regulatory* agency, after all—was literally stacked with persons at high levels—including Burford—whose prior public lives had been devoted to zapping environmental protection laws, and whose instincts were to protect polluting businesses from the agency that regulates them.

If ever the foxes were put in control of the chicken coop, this was it. And it raises questions that go beyond the immediate EPA hassle:

What about other parts of the federal government? To what extent are they, too, peopled with "Coors Connection" recruits or others like them? What kind of mischief can they do, or are they doing? (See accompanying story.)

The *Post* article tells of a band of conservatives in the Colorado state legislature who took control of key committees and top leadership positions in 1979. Proteges of Joe Coors, they were dubbed the "House Crazies" by some of their colleagues.

They were the point people in corporate-inspired assaults against a range of state environmental protection programs—among these, for example, measures to control toxic waste dumps.

One of the "Crazies" was none other than then-Colorado State Rep. Anne Gorsuch (now Burford) who voted to kill major hazardous waste regulation bills in the state and was rewarded for it by President Reagan as his pick to head the agency that regulates, among much else of environmental concern, hazardous waste sites.

Gorsuch-Burford brought with her to the EPA a passel of Colorado colleagues who shared her commitment to spare polluting industries the consequences and costs of the environmental messes they made. One of these was fellow state "House Crazy" Steven Durham—a graduate of Young Americans for Freedom, which has provided the shock troops and the leaders of today's "new right." Today, Durham is EPA's western regional administrator.

Another is Thornton Field, who was not in the state legislature, but lobbied it as a lawyer in Joe Coors' stable, his lobbying in part directed at getting the Coors brewing company off the hook on abiding by certain environmental protections. Field was at first special assistant to Gorsuch-Burford, is now head of EPA's enforcement division, one of many examples of persons highly placed in EPA who come out of the industries they are now sworn to regulate.

Not a "House Crazy," but another one of the "Coors Connection" crowd, is James Sanderson, whose possible conflict of interest is under U.S. House inquiry, and also had as a client in Colorado the Coors company. A part-time consultant to EPA under Gorsuch-Burford, he's been charged with efforts to lower environmental water standards at both the state and national levels, making things easier for industries, tougher for the environment.

At least two others of the Coors cadre of Colorado "House Crazies" were named by Reagan to key positions within the federal government. Robert Burford (now married to Gorsuch) is director of land management for the Interior Dept., headed by another Colorado protege of Coors, James Watt. (Coors money set up the Mountain States Legal Foundation to counter public service-type legal groups. Its first director was Watt.)

A typical "House Crazy," then-state Rep. Tom Tancredo, became regional head in Denver of the U.S. Dept. of Education. In 1980, the *Post* story says, Tancredo led a fight for cuts in Colorado's anti-poverty programs on grounds "they take away the individual's responsibility."

He displayed a similar flare for placing feet in mouth during the current flap over EPA. He was quoted as saying the whole thing is "a confrontation between two philosophies of government, one represented by Ronald Reagan, and the other represented by the media in Washington"—as if the media invented budget cuts of more than 40 percent at EPA, staff cuts of more than 10 percent, failure to use forcefully the laws intended to help clean up the environment, an inclination to cozy up to the business community at the expense of environmental protection.

Surely, there's no reason to be surprised that President Reagan would appoint to high positions persons who will carry out *his* policies. *His* policies are not aimed at strong regulatory enforcement of environmental laws.

But it's nice to know where all the moles are coming from—in many cases straight from a "Coors Connection."

From Whence They Come

Three of the main tributaries pouring recruits into the river of personnel appointed by the Reagan Administration are Young Americans for Freedom, a cluster of other right-wing organizations, and one representing various connections to union-busting brewer Joe Coors, close friend of Reagan.

The President himself confirms the abundance of rightists he's appointed. Speaking to the recent Conservative Political Action Conference, he said:

"For the first time in half a century, we've developed a whole new cadre of young conservatives in government."

Some of the appointments are to positions of substantial clout and importance (Anne Gorsuch-Burford, for one and James Watt, for another). Others are little more than ceremonial.

At least 50 appointees have, or had, ties to YAF, which for years has been the breeding ground for leaders of the "new right." At least 35 come from the "Coors Connection" either from the Coors-financed rightist think-tank, the Heritage Foundation, or from a network of conservative legal foundations underwritten partly by Coors. (Among other top appointees, Coors gave to EPA the guy who developed a 'hit list' to rid the agency of people who are "bleeding-heart" liberals or other naughty things. He was forced to resign soon after Mrs. Burford.)

About 100 others have been recruited from other rightist groups, including the Richard Viguerie web, and the American Conservative Union and the National Right to Work (for less) Committee.

Not all are still with the Administration, but others certainly have come on board, so the numbers hold up. They are, if anything, understated.

Coors's Heritage Foundation is so pleased with its contribution of personnel to the Administration that it tooted its own horn in a late-1981 issue of its newsletter. With the help of its own "friends in high places," the publication said proudly, "a great many of the destructive big government policies around since the New Deal have been shaken out of the federal government *during the first year*" of the Reagan Administration.

Some of the higher-elevation holes filled by "Coors Connection" people—in addition to those cited in the accompanying story on EPA—are a special assistant to the Labor Secretary; the director of the White House Office of Policy Management; a deputy executive secretary of Health & Human Services; an associate director of David Stockman's Office of Management & Budget (Stockman himself is out of YAF); an assistant Agriculture Secretary; a deputy assistant attorney general; the assistant Secretary of the Treasury for economic policy; the commissioner of Social Security.

Heading up the Office of Personnel Management is Donald Devine, out of YAF and American Conservative Union and a sometime consultant to the Right to Work Legal Defense Foundation. Others plucked from the right-to-work-for-less group are Hugh Reilly, highly placed in the Labor Dept., former legislative director for NRTWC; and Andrew Hare, former vice president of NRTWC, lodged in Health & Human Services.

Morton Blackwell left the Richard Viguerie shop, where he was an editor, for a more direct pipe to the President as a White House special assistant.

An assistant for, of all things, *labor relations,* at the Dept. of Housing & Urban Development is Baker Armstrong Smith, who organized the Center on National Policy to "curb the abuse of union power," a field in which fund-raising is so lush some one must have felt the right-to-workers shouldn't have it all to themselves.

Odds 'n Ends

PROBLEM WITH POLLS often is you know more before you read them than after. In some of them, all is confusion. Recent *Washington Post* poll is a case in point. Paper asked respondents to grade President Reagan on 32 questions. Responses show big majorities feel he's unfair to poor and middle class, is a "rich man's President," who has "no idea what people who aren't wealthy are going through," yet is "starting to change the country in a good way." He "sticks to his principles," yet he "has created big budget deficits" (which violate his most sacred principles). By 50-45 percent, respondents do not agree that "he is unfair to old people," but by 62-25 percent they do not agree that "he has good ideas for changing the social security systems." You figure it out.

WITH TAX TIME hurrying near, it's comforting to learn that while you'll pay your full rate, some of the nation's banks won't. A congressional study shows that 20 of the largest banks pay an average of only a 2.7 percent tax rate on domestic income (1981 figures). Six of the 20 actually pulled in refunds or credits against future liabilities despite 1981 income ranging from $8 million to $154 million. The $154 million belonged to Bank America, the nation's second largest, which notched an $18 million refund or credit. The effective rate paid by the 20 big banks was $53 million in taxes on income of $1.9 billion.

TALK OF 'RECOVERY' is all very comforting if it pans out, but not much comfort to huge number of Americans who lost their homes through foreclosure. In first half of 1982, more than 21,000 American families were ousted.

NOT MUCH COMFORT, either, in store for food stamp recipients unless Congress blocks Reagan efforts toward further cuts, $1 billion worth from a program that's already felt the Reagan ax. On top of that, Reagan proposes another $300 million gouge from school lunch program, millions from welfare aid to families, and a freeze on high-nutrition food supplements for pregnant women, which would wind up costing that program's clients $800 million over five years. Even some conservatives' stomachs are turned by the flint-hearts of this Administration. Said Sen. Mark Andrews (R-S.D.), "Of all the dumb ways of saving money, not feeding kids is the dumbest."

Poland fights Solidarity with penal work camps

By James M. Shevis

The Polish military government of Gen. Wojciech Jaruzelski has created a Soviet-style system of forced labor in an effort to stamp out the Solidarity free trade union movement.

The AFL-CIO has learned that the Jaruzelski regime has forcibly conscripted thousands of Solidarity activists and herded them into what are known as "penal military camps." Most of these individuals were detained and imprisoned at some point following the crackdown on Solidarity Dec. 13, 1981. Some were released only in recent months.

The New York-based Committee in Support of Solidarity said it has received reports from Poland, including an eyewitness account, that describe deep human suffering and further deprivation of workers' rights.

"This new form of repression is completely done in secret from the Polish people at large as well as the international community, unlike the internment that took place during the 'state of war,'" said the committee's director, Eric Chenoweth. The "state of war" was a period of martial law declared by the Polish government in 1981.

"They want to break these people, which they weren't able to do through internment," Chenoweth said. "They also want to strike fear into the population as a whole so that Solidarity will not rise up again."

Working and living conditions at the penal camps are far worse than experienced by detainees during the state of war, Chenoweth said. Those inducted into the camps are put to hard labor, such as felling trees.

World opinion

"The camps, mostly isolated in forest areas, are not open to visits from family members of the inductees nor to any outside observation," Chenoweth reported. "The Polish government obviously feels that it is immune from world opinion and scrutiny over this new outrage against human rights."

The Committee in Support of Solidarity, whose board members include AFL-CIO President Lane Kirkland and Teachers President Albert Shanker, said it has passed along its information on the penal camps to the International Labor Organization in Geneva and will seek to have the matter brought before the United Nations Commission on Human Rights, the Madrid review talks on the Helsinki Final Act, and other international forums.

Forced labor is a violation of both the UN Universal Declaration of Human Rights and the 1975 Helsinki agreement,

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AFL-CIO news

SATURDAY
VOL. 28, NO. 12
MARCH 26, 1983

LEGISLATIVE ALERT!

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Message to Congress

Unemployed Americans from scores of job-depressed cities assemble at the Capitol to prod Congress to act on the labor-backed measures of jobs creation and emergency relief from the Reagan recession. The sign carried by this West Virginia carpenter tells the story. (Additional photo, Page 3.)

House sets budget to spur recovery, restore programs

By David L. Perlman

The House rebelled at the Reagan Administration's recession-breeding economic policies and voted 229-196 for a budget resolution that rejected further cuts in social programs and took what the AFL-CIO viewed as significant steps toward economic recovery.

For the first time in the Reagan presidency, the conservative coalition was unable to form a majority in the House to dictate the terms of a budget resolution.

The AFL-CIO welcomed the turnabout as a response "to the will of the people as expressed in last November's election." Virtually all of the newly elected Democrats voted with their party's mainstream. Conservative defections were limited to a hard-core 36 votes. Four Republicans broke with their party to support the budget.

Positive step

"America needs even greater programs for jobs, housing, health care and unemployment compensation," the AFL-CIO said. But it termed the House-passed budget "a responsible, positive step" and urged the Senate to join in leading the nation back from recession.

The budget approved by the House would restore virtually all of the cuts the Reagan Administration had sought to make in non-defense programs and add money to most of them, although seldom at the level the AFL-CIO had urged.

It would allow up to $9 billion over two years for public jobs, provide full funding of highway and mass transit programs, and substantial increases over both the Reagan budget and current expenditures for education programs.

Funds would be provided for loans to avoid foreclosure of homes and farms, and to assure health care for unemployed workers and their families.

Housing expanded

Federally assisted housing programs would be expanded by 152,000 units and the emergency program of federal supplemental unemployment insurance would be further extended.

Funds for child nutrition and food stamps would be increased, instead of being further cut as the Administration had proposed.

The budget allows for a 4 percent pay raise for both federal civilian employees and the military—instead of the pay freeze proposed by the President. The cost-of-living adjustments in federal and railroad retirement benefits would be delayed six months—the same as social security—instead of being frozen for a full year as the Administration sought.

There would be more money to provide training for workers hit by plant closings and heavy layoffs and to help pay the heating bills of low-income households. The

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Emergency funds cleared for 'first-phase' jobs bill

Congress gave bipartisan approval to a $4.65-billion emergency appropriation that will make a dent in unemployment and provide humanitarian assistance to recession victims.

The total emerged above the $4.3 billion limit President Reagan had set in his mid-February negotiations with congressional Democrats. But it's much less than the AFL-CIO has proposed to get America back to work.

A second-phase jobs bill is being shaped for later action by Congress, and there are strong disagreements over its ingredients.

The first-phase bill will help about one million persons, congressional sources estimate, and will fund the equivalent of 400,000 year-long jobs. Its passage was the first action completed by the new 98th Congress to deal with the unemployment crisis.

A preamble to the bill cleared for President Reagan's signature refers to the plight of "nearly 14 million unemployed Americans, including those no longer searching for work" and millions of others who "work only part time due to the lack of full-time gainful employment."

Depression levels

The actual numbers of unemployed rival those of the Great Depression, the legislation notes, and their hardships are greater than in any of the nation's recessions since then.

To translate money into jobs and assistance in the shortest possible time, Congress broke through the budget ceilings it had laid down last year and voted added funds for programs that had been cut back or, in some cases, were to have been phased out.

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Change in social security law shaped by need for revenue

Congress neared final passage of a package of social security changes—some of them controversial—that will avert an immediate funding crisis and keep the system solvent for the foreseeable future.

Most of the changes were consensus recommendations of the bipartisan National Commission on Social Security Reform. They were designed to quickly replenish cash reserves that have been drained by a combination of high unemployment that reduced payroll tax revenues and high inflation that pushed up benefit payments in line with living costs.

Included in the legislation, although unrelated to social security, is a six-month extension of the federally-funded supplemental unemployment compensation program—the safety net for persons who have used up the maximum benefits provided under state law.

If Congress had not acted, federal payments to the long-term unemployed would have been cut off on Mar. 31.

While backing the bulk of the social security changes, labor objected to two of its provisions, only one of which was a bipartisan recommendation of the reform commisson. That was the mandatory coverage of new federal workers, starting next January.

AFL-CIO President Lane Kirkland, a member of the commission, dissented from this recommendation and urged deferment of action until there was in place a pro-

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The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

3/26/83

Stronger bonds urged between science, labor

Harriman, N.Y. — The space shuttle goes where it's supposed to go and does what it's supposed to do thanks to the combined achievements of "mathematicians and plumbers—and a host of other highly skilled technicians and craftsmen," AFL-CIO President Lane Kirkland pointed out at a conference on the relationship of science and labor.

The space program is just one example, Kirkland said, of the links between labor and science that already exist. He said those bonds must be strengthened to cope with a world "that is continuously remaking itself, for better or worse."

There is a basis for cooperation between science and labor, Kirkland observed, because "rational approaches to social problems can't be developed in isolated laboratories. Scientists need to be connected to the world of work" so that they can "fully grasp the impact of their own labors on their fellow citizens."

Mutual concerns

Kirkland was a principal speaker at the conference at Arden House here, which brought together leaders of the scientific community and representatives of organized labor to explore mutual concerns. The meeting was sponsored by Columbia University.

Kirkland pointed to the close relationship between the goals of labor and science to improve the quality of life in this country and "to advance the whole human enterprise." He said trade unions have worked toward those ends for more than a century through organizing, collective bargaining, and legislative and political action.

Continuing goals

Labor has fought for public health and public education, for greater leisure and greater learning "for the great mass of the American people," he told the conference.

But Kirkland warned that many of these achievements are under heavy fire from the Reagan Administration's "massive, concerted effort to enhance private wealth at public expense and to put public resources to the service of those whose highest goals is to maximize profit."

AFL-CIO Sec.-Treas. Thomas R. Donahue told the conference that science and technology can create new jobs, safer and easier work, better working conditions, higher productivity and earnings, more leisure and "more opportunity for cultivation and enrichment of the human potential."

But organized labor also sees that technological progress can lead to dangerous and potentially destructive effects on workers, including loss of jobs, dehumanization of work, downgrading of skills, threats to safety and health, loss of earnings and social and cultural alienation.

"There is no logical or inevitable tradeoff to be made between the welfare of workers on one hand and progress in science and technology on the other hand," Donahue observed. "But if such a choice is forced on American workers, it should come as no surprise that workers and their unions will give priority to the welfare of workers."

Kirkland deplored the "pseudo-scientific" theory that high unemployment is "the natural and inevitable product of the continuing scientific revolution" because the United States is becoming a "high-tech economy" that no longer needs industrial workers.

Welcome technology

American labor accepts the advance of technology and even welcomes it, Kirkland said, but he warned that labor strongly objects to the idea that workers are "disposable human beings," or that "our political and social institutions should be the passive objects of technological change rather than the conscious masters of the process."

Organized labor has repeatedly called for joint labor-business-government cooperation to revitalize the nation's industrial base, minimize the impact of technological change on workers and channel capital into productive resources, he noted.

He termed the National Accord between the AFL-CIO and the Carter Administration an important step in that direction, but noted that the Reagan Administration has shown no interest in reviving it, preferring "to give business a free hand and to trust in the magic of the market."

Barren mergers

That free hand has meant that resources that should go into research and development "are being squandered in barren mergers and other manifestations of corporate cannibalism," Kirkland charged.

He said executives are risking the assets of large corporations in short-term manipulations that will produce "specious and temporary gains to justify huge bonuses, insuring themselves with 'golden parachutes.'"

Such short-term thinking, Kirkland told the conference, threatens long-term decline in other areas, too. He called the cuts in government education, scientific, cultural and social programs a waste of both public funds and human resources.

Kirkland concluded that both the labor movement and the scientific community bear a special responsibility "to help devise the rational approaches necessary to keep our society democratic, alive and growing."

Louisiana firm fined for defying bargaining order

After years of flouting federal labor law, a Louisiana company that had persistently refused to negotiate a contract with the Carpenters has been assessed a $25,000 penalty for contempt of a National Labor Relations Board ruling.

A federal appellate court also ordered the J. R. McDermott Co. of Harvey, La., to pay a $5,000 fine for every future violation of the judgment and contempt order and $500 for each day it fails to bargain in good faith with the union.

"We hope now, after these years of wasteful delay, McDermott will do what it should have done a long time ago—negotiate a fair and mutually satisfactory agreement," Carpenters President Patrick J. Campbell said.

The dispute began in 1974 when a group of deep sea divers—at the time affiliated with another union—filed for a representation election with the NLRB. McDermott's divers division then had 126 employees working on offshore drilling and pipeline construction in the Gulf of Mexico.

Election won twice

The union won the election, 40 to 33. The company appealed, and a second NLRB election was held in February 1975, which the union also won. About six months later, the deep sea divers' local affiliated with the Carpenters, which has a substantial number of divers in its membership.

McDermott would not agree to a first contract, and in January 1977 the NLRB found the company had refused to bargain in good faith. In 1978, the 5th U.S. Circuit Court of Appeals in New Orleans upheld the NLRB and ordered the firm to bargain. By now, the company had acquired Babcock & Wilcox Co., and become a billion-dollar corporation.

In 1979, the company made motions to negotiate, but no progress was ever made toward reaching an agreement. After two years, the appeals court appointed a special master to investigate the NLRB's appeal that the company should be held in contempt for refusing to bargain in good faith.

In his report to the court, Special Master Morton Needelman found that "McDermott did not come to the bargaining table with an open mind susceptible to agreement, but rather it had a fixed determination to resist the union's legal right to participate in setting the terms and conditions of employment."

Conference shifted

The AFL-CIO Regional Conference for the southeastern states has been rescheduled for Apr. 4-6 at Myrtle Beach, S.C.

The conference will draw participants from Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina and Tennessee.

The three-day meeting, originally scheduled for Memphis, was canceled because of a union's dispute with hotel management.

UAW members okay Volkswagen, Champion pacts

Detroit—The Auto Workers at Volkswagen of America and Champion Spark Plug Co. plants ratified new three-year contracts covering some 8,000 workers. The Champion settlement ended a six-week strike.

The Volkswagen agreement covers 2,500 active and 2,400 laid-off workers at the Westmoreland assembly plant in New Stanton, Pa., and 650 UAW members at the South Charleston, W.Va., stamping plant.

The contract maintains wage rates and benefits set in the old agreement and switches to annual cost-of-living adjustments for the first two years, before reverting to quarterly COL adjustments in December 1985.

The new pact, the second for UAW members at Volkswagen, strengthened the supplemental unemployment benefit fund, added job security gains and health and safety protections.

The Champion agreement provides continued quarterly COLA, but each of the next 10 adjustments will be reduced by 1 percent of actual COLA rate. Effective in the third year, $2.30 in previous COLA payments will be folded into hourly base pay rates, and workers will get a 3 percent increase, UAW Sec.-Treas. Ray Majerus said.

Company demands to eliminate paid holidays was a major strike issue. The UAW added one floating holiday and increased the annual paid Christmas shutdown to six days in 1983, 7 in 1984 and 8 in 1985.

The contract, approved by a 59 percent vote, covers UAW members at plants in Toledo and Cambridge, Ohio; Burlington, Iowa, and Windsor, Ont. Detroit Local 272 rejected the agreements and remains on strike over local issues.

Congress urged to preserve assistance for import victims

The AFL-CIO pressed at Senate hearings for a continuation of trade adjustment assistance the Reagan Administration wants to eliminate.

Cutbacks made by Congress over the past two years at the Administration's prodding have eliminated virtually all cash benefits to workers displaced by imports, AFL-CIO Legislative Rep. Stephen Koplan noted.

If Congress goes along with the total wipe-out of the program, he protested, it would break promises made to workers in trade legislation dating back to 1962.

The Administration's budget for the fiscal year starting Oct. 1, 1983, provides no funds for retraining, job search and relocation of workers displaced by imports.

Koplan welcomed the introduction of a bill by Senators John Heinz (R-Pa.) and Daniel P. Moynihan (D-N.Y.) that would continue the program with some strengthening amendments.

As with a similar House bill, it would make training assistance for displaced workers an entitlement and would provide a modest $15-a-day subsistence allowance for workers enrolled in training programs who were not receiving any other unemployment compensation.

Prior to the Reagan Administration, displaced workers had been entitled to special unemployment benefits of 70 percent of lost pay up to a ceiling equal to the national average manufacturing wage. It had been payable for up to 52 weeks, with an additional 26 weeks allowed if necessary to complete retraining programs.

The labor-endorsed bill would also raise the job search and relocation allowance from $600 to $800 and drop a requirement that a displaced worker take any "suitable" job, even at the minimum wage, after 26 weeks of unemployment.

Koplan urged also that the program be extended to cover workers employed by suppliers or contractors who serve firms wiped out by imports.

Labor doesn't consider trade adjustment assistance "a substitute for a fair trade policy," Koplan said. But it does insist that "promises made to workers . . . should be honored."

labor studies

The George Meany Center will offer six labor studies courses in April at its Silver Spring, Md., campus. The schedule:

Plant Closings, Apr. 5-7—A short course on the union's role in plant shutdowns, including bargaining rights and assistance, as well as federal programs to aid affected workers, employers and communities.

How to Handle the Media, Apr. 10-15—An institute to help union leaders make more effective use of television, TV cable, radio and the press. The Labor Institute of Public Affairs will assist in the program.

Advanced Organizing, Apr. 10-22—A two-week institute cosponsored by the AFL-CIO Dept. of Organization & Field Services, limited to experienced organizers and organizing directors.

Pension Clinic, Apr. 12-13—A two-day session for union research staff members on negotiating pensions, costing pensions and analyzing pension reports.

Effective Union Actions for Civil Rights, Apr. 17-21—The AFL-CIO Dept. of Civil Rights annual conference for designees of AFL-CIO affiliates.

Mini Computers for Union Locals, Apr. 5-8 at the University of California, Berkeley, and Apr. 24-29 at the Silver Spring campus. Sessions will cover hardware, software, computer language and service and purchase contracts.

Unions using the campus for leadership training programs are the Postal Workers, Apr. 5-8; Communications Workers, Apr. 10-13, and Service Employees, Apr. 24-29.

An American Institute for Free Labor Development class for 38 trade unionists from 13 Latin American countries will complete studies Apr. 15.

Eastern pact averts strike by Machinists

The Machinists reached tentative agreement with Eastern Airlines on a new three-year contract covering 13,500 mechanics, baggage handlers, and ground workers.

The settlement came shortly before a Mar. 24 strike deadline, after several days of intense negotiations at National Mediation Board headquarters in Washington. Details of the contract proposal, which must be approved by IAM members employed by Eastern, were withheld until union leaders had discussed the agreement with the membership.

IAM negotiator Charles Bryan, discussing the tentative agreement with reporters, said the union was "completely satisfied with the agreement. I feel it will be ratified." A ratification vote is expected to be completed in about a week.

Proposal rejected

The union had been set to strike earlier this month at the conclusion of a 30-day cooling-off period that began when federal mediators determined that negotiations had reached an impasse. The strike was called off by the union to consider Eastern's "absolute last offer." Union officers urged rejection of the proposal because it lacked full retroactivity. Members voted it down by a 3 to 1 margin.

Returning to the bargaining table, the parties sought to resolve the issues of pay and the timing of the money provisions. "Probably the most burning issue with the membership is the issue of retroactive pay," Bryan said at the time. Members expressed displeasure over the application of pay increases in the rejected Mar. 12 offer, which did not date back to Jan. 1, 1982, when the old contract expired.

The union also had complained that the rejected offer was "back-loaded," meaning that most of the gains came late in the contract. The latest offer, Bryan said, is "a major improvement over the proposal that was turned down."

Terms of the earlier proposal provided wage increases of 32.2 percent, with raises of 6 percent on Apr. 1, Nov. 1, and Apr. 1, 1984, to be followed by an 11-percent increase on Nov. 1, 1984.

Eastern had contended that financial problems made it impossible for management to come up with money to pay the retroactivity. But Bryan argued that Eastern was exaggerating its financial difficulties as part of its bargaining strategy.

They want jobs

Loud and clear message was brought to Congress and President Reagan as nearly 3,000 jobless workers from 20 high-unemployment communities in the Northeast and Midwest marched on the Capitol. The rally for jobs programs and recession relief was coordinated by the National Unemployment Network and endorsed by the Full Employment Action Council and the National Council of Churches. Grassroots lobbying followed the rally.

Poland using secret labor camps in effort to crush union movement

Continued from Page 1

which Poland has signed. The Soviet Union, which pulls the strings controlling the Polish regime, has a long, heavily documented history of using forced labor. The U.S. State Dept., in a report to Congress last month, said the Soviet forced labor system embraces 4 million involuntary workers, including many political and religious prisoners.

According to the most recent information received by the Committee in Support of Solidarity—an affidavit submitted earlier this month to the U.N. Commission on Human Rights by Miroslaw Dominczyk, a former Solidarity leader—there are 22 "penal army camps" in Poland with an estimated 8,000 people in them.

Dominczyk, the former chairman of Solidarity's Swietokrzyski region, said he has information from a soldier on Christmas pass and from members of families of inductees that nearly 80 percent of those conscripted are Solidarity members. Earlier, they were imprisoned without charges, and most of the other internees actively supported the Solidarity free trade union movement.

Dominczyk was himself interned from Dec. 13, 1981, until last Oct. 18. He served as chairman of the Committee to Defend Prisoners of Conscience for the Swietokrzyski region. He arrived in the United States Feb. 23. In his affidavit of Mar. 3, he charged that the Polish government began the conscription last November under the Penal Army Code.

"They were conscripted regardless of their age and health," Dominczyk said. "Even the handicapped and elderly have been conscripted. Conscriptions of which I have direct knowledge are for indeterminate periods of time. I have seen a number of documents on which the period designated for military service was 'indefinite.' "

The penal camps are governed by military law, he said, and inductees violating rules and regulations of the camps may be subject to court martial and severe punishment, including long prison sentences.

Chenoweth said the Committee in Support of Solidarity has received information from an eyewitness that some 600 workers from the giant Nowa Huta steel works outside Krakow were conscripted and sent to penal camps on the morning of Nov. 10, the day on which the Solidarity underground had called for a general strike in Poland.

Smuggled letters from the camps, printed in Tygodnik Mazowsze, Solidarity's underground weekly publication in Warsaw, tell of prisoner abuse.

Grueling routine

"From 8 a.m. until 2:30 p.m., there is hard labor in water and mud," an excerpt from one letter reads. "At around 3 p.m., we have dinner. Activities start again at 4 p.m. and last until dusk. . . . It is a ritual to threaten us with long prison sentences during the roll call. The officer and NCO cadre, gathered from all over Poland, has been told that we are bandits who may stab them at anytime. . . .

"On Nov. 8, we were forced to run three miles with full equipment. . . . We staged a hunger strike (to protest) the quality of food. Some were taken ill.

"This is not a call-up of reserves. In reality, we are interned because they were afraid of what we would do on Nov. 10. Although many of us were never union activists we were interned because we were not afraid to say what we thought. No one has told us when we will get out."

Another account of life in the camps, printed in the December issue of Solidarity's underground publication Hutnik in Krakow, comes from an inductee at Czerwony Bor, about 90 miles from Warsaw:

"There are people (here) on crutches and no fingers on their hands. They live in special houses made from freight cars lined with thin chip-board, about 40 people per house, heated by two kubusie (small coal fires). The food is rubbish. . . . Physical terror—field exercises from almost dawn till dusk, then psychological terror—constant interrogation, arrogance, insults."

Poznan roundup

In the underground Solidarity publication, Wielkoposki Observator, printed in the Poznan region, an account of the conscription of about 160 Solidarity activists from the region notes that the roundup occurred on Nov. 5-6.

"The date wasn't accidental—it was timed to prevent participation in the (Nov. 10) protests. . . .

"Regular draftees and local people were informed that the new companies were composed of criminals. But they are in reality coal miners, steelworkers, railway workers, technicians, scientists, teachers, actors, and workers. They were repressed by the secret police even before the state of war as well as during it."

High consumer rates bail out banks

The nation's big banks may be keeping consumer interest rates artificially high to cover anticipated losses on their foreign and domestic loan portfolios, the AFL-CIO charged at Senate hearings.

Director Henry B. Schechter of the federation's Office of Housing & Monetary Policy told a Senate Banking subcommittee there are indications that banks, which have been involved in adverse loan experiences both domestically and abroad, have had relatively low declining returns on their total assets.

"Under such circumstances, there is a natural inclination not to reduce high consumer interest rates," he told the subcommittee on consumer affairs.

Schechter cited a survey of banks showing the percent of "problem" loans relative to total loans outstanding in 1982, which put Illinois Continental and Bank of America at the top.

Loan ratio

Illinois Continental's problems resulted in part from a large involvement in loans to the Penn Square bank in Oklahoma that failed last year. Bank of America, with the next highest problem loan ratio, had been very active in foreign loans to some of the large debtor nations that had to defer payment of principal.

On the other hand, Northwest Bank had the lowest problem loan ratio and, as of mid-February, had significantly lower interest rates for unsecured personal loans and for new car loans than other banks surveyed.

Schechter charged that unnecessarily high consumer interest rates by banks—particularly on automobile and home loans—are endangering economic recovery. Total retail sales declined three months in a row through February and durable consumer goods sales, which depend heavily on use of consumer credit, declined more than twice as rapidly as total consumer sales last month, he pointed out.

Rollback needed

He cited an AFL-CIO Executive Council statement adopted last month calling for a rollback in consumer interest rates to stimulate the recovery. The statement called for the re-establishment of selective credit controls "to get the economy out of the strait jacket of across-the-board, tight monetary policies" imposed by the Federal Reserve Board.

The statement noted that consumer loan and home mortgage interest rates have declined far less than the prime rate banks charge their best corporate customers. With inflation at about a 4-percent annual rate, consumers are paying 12 to 22 percent for most loans, home mortgages are 12 to 14 percent, while prime rates are 10.5 percent.

"Real interest rates being charged on consumer loans are two to three times higher than they should be by historic standards," Schechter said.

Bank financing of automobile loans in many instances is 15, 16, or 17 percent. At the same time, the finance company subsidiaries of the major auto companies have been offering financing at 11.9 percent, and making money, Schechter observed.

The banks insist that they have to charge higher rates because they have to pay depositors more as a result of the "money market accounts" introduced in 1982.

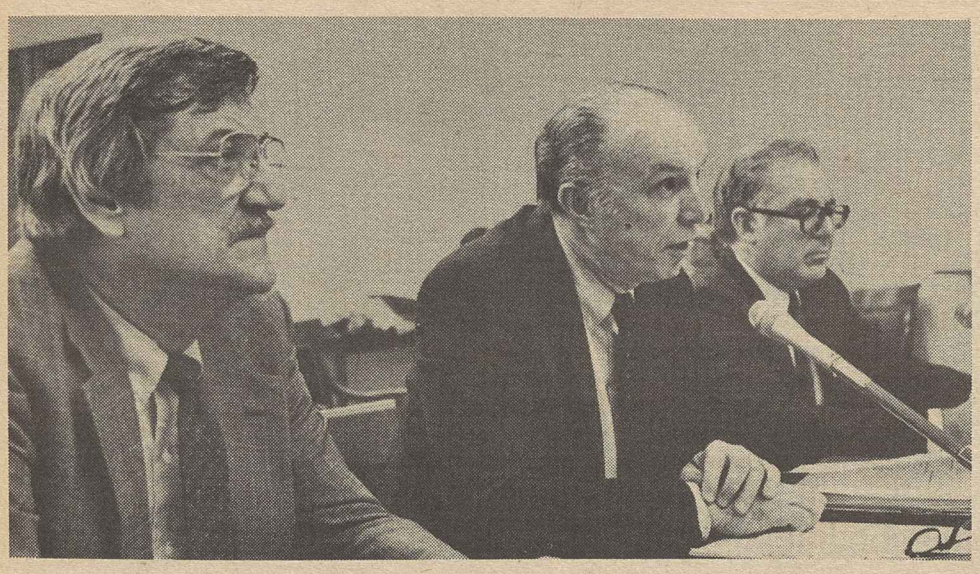
"This raises a more fundamental question which certainly bears consideration by Congress," Schechter said. "If consumers are forced to pay more because banks may compete for household depositor funds with unlimited high interest rate payments, is it a wise national policy to permit such unlimited competition?"

In the area of credit card borrowing, banks have not lowered interest rates from the peaks reached during the last couple of years when states raised the limits on such charges, Schechter observed.

Loan losses

"The lenders claimed that they had to make up for prior year losses in the credit card business, that bookkeeping expenses involved were very high, and that there was a great deal of fraud that had to be covered through earnings," Schechter said.

He urged the Banking Committee to obtain detailed information on banks' domestic and foreign loans for a definitive answer on the extent to which other loan losses result in higher interest rates.



Jobs for the unemployed

Legislation to fund public-sector jobs is urged by AFL-CIO Sec.-Treas. Thomas R. Donahue at House hearings. With him are Legislative Director Ray Denison, left, and Research Director Rudy Oswald.

Job security, wage increases mark CWA California pact

Los Angeles — The Communications Workers reached agreement with General Telephone of California on a three-year contract providing a 25-percent wage increase and job security for workers affected by technological change.

Job safeguards are among the union's top bargaining goals for all its negotiations in 1983, CWA said.

The new contract, covering some 21,000 workers in 13 CWA local unions, also calls for substantial improvements in major medical coverage, including an increase in the lifetime benefit from $100,000 to $500,000. Pensions were also improved.

The agreement has been submitted for ratification to the members, who will complete mail ballot voting by Apr. 2. The terms were approved by officers of the locals.

Workers covered include operators as well as construction, office clerical, traffic and maintenance employees.

Retroactivity

In wages, the union reported that employees at the top of their pay schedule will get a 7 percent raise retroactive to Mar. 4, followed by 2.25 percent on Oct. 10; 4 percent in March 1984; 4 percent in October 1984; 4 percent in March 1985 and 3 percent in October 1985. The pact expires in March 1986.

Two plans were negotiated to protect workers from layoffs or firings because of technological changes. Workers with at least 20 years service will be entitled to retire on full pension plus an additional $200 to $400 a month, depending on length of service, for up to four years. They will also be entitled to an additional $3,000, paid toward continued insurance premiums for up to four years, as reimbursement for a retraining course in another field, or as reimbursement for moving expenses.

Relocation

The second plan will apply to all employees with at least one year's service who are asked to relocate to a new job at least 50 miles away but don't want to move.

They will be entitled to one week's pay for each of the first 10 years of service and two weeks per service year over that, to a maximum of 36 weeks pay. The company will also pay half their insurance premiums for the first six months after they leave the company and up to $2,500 for completion of retraining courses.

Participation in both plans will be voluntary and must be offered to employees in order of seniority in their job titles.

CWA will also be negotiating with other major telephone employers this year, including contracts for 500,000 Bell System workers whose agreements expire Aug. 6. Those talks are scheduled to open May 19.

ACTWU study finds

Cotton dust standard spurs company gains

A new study by the Clothing & Textile Workers shows that many companies have already been able to meet the Occupational Safety & Health Administration's cotton dust exposure controls that will take effect in 1984 without suffering financially.

The ACTWU study found that major textile companies complying with the cotton dust standard have done better than the industry generally in terms of profit rates and return on investment, and their international competitive position has improved.

The study, titled "The Economic Impact of the OSHA Cotton Dust Standard," found that 81 percent of the workers in a sample group of companies work in areas meeting the dust exposure limits.

And the severe economic hardship industry said would occur by installing engineering hasn't happened to those companies who voluntarily upgraded their facilities in anticipation of the standard's March 1984 effective date.

The cotton dust standard protects textile workers from the disabling lung disease byssinosis, or "brown lung."

A life saver

ACTWU President Murray Finley noted the standard has saved the lives and prevented the suffering of thousands of workers, while encouraging the industry to modernize.

The standard, first proposed in 1976, promulgated in 1978 and upheld by the Supreme Court in 1981, "is a real regulatory success story," ACTWU Sec.-Treas. Jack Sheinkman said. "It's time the Reagan Administration quit wasting the taxpayers' money and put aside its plan to weaken the OSHA cotton dust standard. Not only is the industry successfully protecting workers' health, they are showing financial benefits from their efforts as well."

The American Textile Manufacturers Institute (ATMI) has claimed since 1976 that the engineering controls required by the standard are economically infeasible.

Revising standard

After the Supreme Court upheld the standard, the Reagan Administration's new OSHA team responded to industry complaints by moving to weaken the regulation. In 1983, the Office of Management & Budget reviewed the standard's cost effectiveness and said OSHA had not provided industry enough economic relief. The OMB said the requirement for engineering controls should be lifted and exposure limits met through the use of dust masks, work practices and medical surveillance.

ACTWU's study is based on data from the ATMI, congressional testimony and industry economic reports. It covers seven major companies and shows at least half the workers in 11 of the 12 production operations worked in conditions meeting the exposure limits. The companies are Burlington Industries, Cannon Mills, Cone Mills, Dan River, Fieldcrest Mills, J. P. Stevens and West Point-Pepperell.

The average capital expenditure per employee more than doubled between 1978 and 1980 for the sample firms, to well above the industry average. Yet their return on investment increased from 8.5 percent to 9.9 percent, while the industry's return dropped from 11.1 percent to 8.6 percent. Similar gains were made in profit margins for the sample companies.

Kirkland renews call for action on racketeering bill

The AFL-CIO continues to support legislation that would toughen federal penalties against convicted union officials, Federation President Lane Kirkland wrote the chairman of a Senate subcommittee.

In the last Congress, the Senate twice passed a labor-endorsed, bipartisan bill to toughen penalties against employer payoffs to union officials. It would also have speeded the disbarment from union or pension fund office of officials who abuse their trust for personal gain. The House did not complete action on the measure, so it died with the adjournment of the 97th Congress.

Kirkland wrote Subcommittee Chairman Donald N. Nickles (R-Okla.) that the AFL-CIO favors prompt action on the bill in this Congress and stands by its previous testimony.

Kirkland made clear in the testimony submitted for the current round of hearings that the labor movement "can only be strengthened" by getting rid of crooks, and that the AFL-CIO considers racketeers who prey on unions "our natural enemies."

OSHA's ties to industry raise policy concerns

Allegations of cozy connections between the federal job safety agency and industries it should be policing raised concerns at House hearings over the Reagan Administration's retreat on worker health protections.

Thorne G. Auchter, head of the Occupational Safety & Health Administration, came under intense fire from Rep. David R. Obey (D-Wis.) for OSHA's denial of union petitions to lower exposure limits on three hazardous chemicals.

Obey, chairman of the House Appropriations Labor subcommittee, suggested during a heated three-hour exchange that the safety agency has developed a tendency of "protecting chemical companies" rather than public health.

He said that workers concerned with their health have had to "fight incredibly hard" to get OSHA to respond in ways that protect their welfare, especially on exposure to hazardous chemicals.

OSHA policy

OSHA's policy under President Reagan, Obey said, has been "not to give a benefit of doubt in the slightest to persons asking for relief."

The agency's failure to act on carcinogens is part of a "consistent pattern of behavior" running through the Administration that puts industry interests above others as demonstrated by recent hearings on the Environmental Protection Agency, Obey charged. He said he would urge every congressional committee with oversight jurisdiction to review OSHA's performance.

Auchter said, "I'm not an attorney or scientist, I'm a manager." He said he relies upon advice from OSHA's legal and scientific staff about chemicals, but he denied he is influenced by industry or the White House Office of Management & Budget concerning health regulations.

Neglected legal advice

Obey produced memos from OSHA lawyers that said ethylene oxide (EtO) and ethylene dibromide (EDB) pose grave danger to exposed workers and a case could be made for a lower exposure level. Studies have shown both chemicals to be cancer-causing and to cause reproductive damage at exposure levels lower than OSHA's current limits.

The day before the hearing, a federal court of appeals ordered OSHA to propose a new standard for EtO by mid-April, with a final standard to be issued within a year.

Auchter said he reached a decision to deny a petition from 14 unions for an emergency formaldehyde standard after a "series of meetings" with OSHA staff but said he didn't request advice from OSHA's legal staff. He said he assumed the legal advice would be the same for formaldehyde as for EtO and EDB. He said agency scientists are currently evaluating new data on the cancer risks of formaldehyde at levels below the current limit.

The Auto Workers, which sued OSHA over a new formaldehyde standard, obtained over 400 internal OSHA documents under the Freedom of Information Act. Some of these show formaldehyde poses a significant cancer risk at exposure levels lower than the current 3 ppm limit.

Noting the apparent lack of documentation in the formaldehyde decision, Obey pointed out that a record of two breakfast meetings with the Formaldehyde Institute had surfaced during the EPA investigations. The meetings were recorded in the appointments calendar of EPA Assistant Administrator John A. Todhunter.

Part of the job

Auchter denied attending the breakfast meetings and added: "I wouldn't know if someone from the Formaldehyde Institute were sitting in this room." He said it is part of OSHA's job to meet with industry representatives as well as labor representatives.

Obey also accused OSHA officials of withholding a 1981 internal study on asbestos "until it served their purpose." The report shows an increased cancer risk at OSHA's current exposure standard.

Auchter said the report was not released because it was "incomplete" but admitted OSHA had made no effort to step up enforcement on asbestos since the report.

Rewards for industry

Obey also questioned OSHA's use of the number of industry-challenged citations as one criterion to judge the performance of the agency's compliance staff. Obey said Auchter had "institutionalized a process" for assessing OSHA staff which rewards industry for contesting citations and punishes compliance staff for issuing citations.

"That's the biggest load of hogwash, congressman," Auchter replied. He said Obey didn't understand "productivity" and, referring to his charts, said compliance staff can make more inspections if they do not have to spend time in court dealing with contested citations.

Obey charged that Auchter's actions could be perceived as a "capitulation to industry" for which EPA officials recently were fired. "If you don't think you have enough staff, then ask for a bigger budget," Obey said.

OSHA has requested funds for 1,200 compliance officers for fiscal 1984, the same as the last two years. Only 1,100 compliance positions are filled, according to OSHA. Auchter earlier told the subcommittee OSHA funding levels are "totally adequate."

Transit Union maps appeal of wage ruling

The Amalgamated Transit Union said it will appeal to the Supreme Court a federal district court ruling which would exempt public transit systems from federal wage and hour provisions. The decision conflicts with three appellate court decisions upholding the ATU position.

U.S. District Court Judge Fred Shannon has twice ruled the San Antonio Metropolitan Transit Authority (SAMTA) is exempt from the Fair Labor Standards Act provisions which require it to pay an estimated $1.5 million in unpaid overtime to about 700 ATU Local 694 members.

However, the 6th Circuit Court of Appeals in Cincinnati overturned a district court decision that the Chattanooga Area Regional Transit Authority is exempt from the FLSA and remanded the case to the lower court for trial on its merits. Affected by the decision are 125 ATU Local 1212 members in Chattanooga, Tenn.

In Atlanta, the 11th Circuit Court of Appeals upheld the district court position that 25 members of ATU Local 898 are entitled to overtime payments from the municipal transit system in Macon, Ga. The case was sent back to the lower court for determination of backpay awards.

Payment ordered

In January, the Supreme Court upheld the 3rd Circuit Court of Appeals decision ordering Pennsylvania's New Castle Transit Authority to pay overtime to ATU Local 89 members.

In that case, the appellate court ruled that since local and state governmental transit systems rely greatly on federal grants and funds, they cannot use the states' rights provision of the Constitution to deny workers overtime pay.

The federal court in the New Castle case ruled the 10th Amendment and a 1976 Supreme Court decision held the FLSA did not extend to states when they were "engaged in traditional government functions."

The appellate court, however, held "states are not free to assume functions historically performed by the private sector and thereby insulate those activities from federal regulations of interstate commerce."

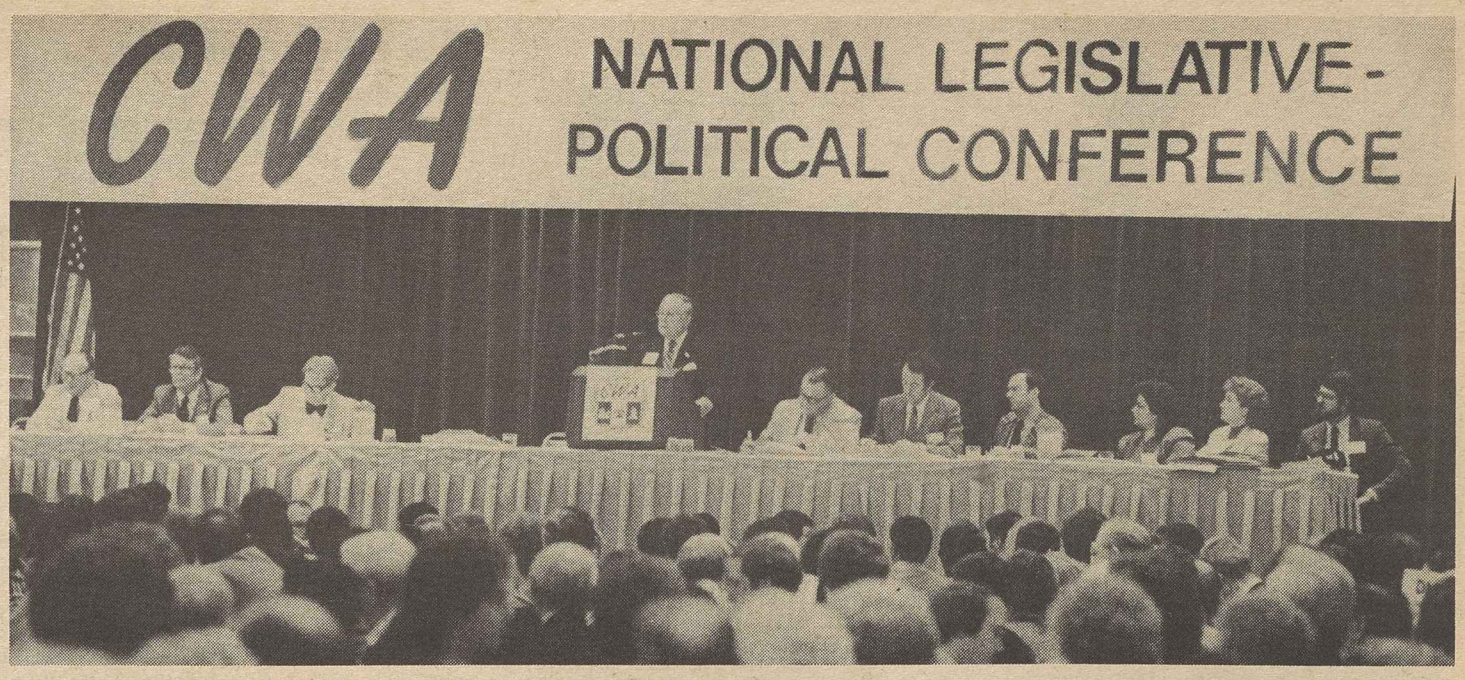
1976 filing

The ATU had filed overtime claims in 1976 against SAMTA, and in 1979, the Labor Dept. ordered the transit authority to pay the claims. SAMTA sued to block the order and Judge Shannon then ruled in its favor.

The case was appealed to the Supreme Court, which remanded it to the lower court, because a decision on a Long Island Rail Road overtime pay dispute might have some impact on the San Antonio case. The Supreme Court had ruled LIRR was still subject to the Railway Labor Act after it passed from private to public operation.

Judge Shannon reviewed the case and again ruled in SAMTA's favor.

Shannon held that the LIRR decision had no impact on the San Antonio dispute.



Cure for unemployment

Unemployment is destroying the health and well-being of many workers and their families, Communications Workers President Glenn E. Watts tells more than 1,000 delegates to the union's legislative and political action conference in Washington. He urged stronger efforts by Congress to enact effective measures to assist the jobless, stimulate employment and revitalize declining industries and communities.

Labor-endorsed bills adopted in West Virginia

Charleston, W.Va. — West Virginia's legislature enacted voter registration by mail and banned the use of polygraph examinations as employment tests in its just-concluded 1983 session.

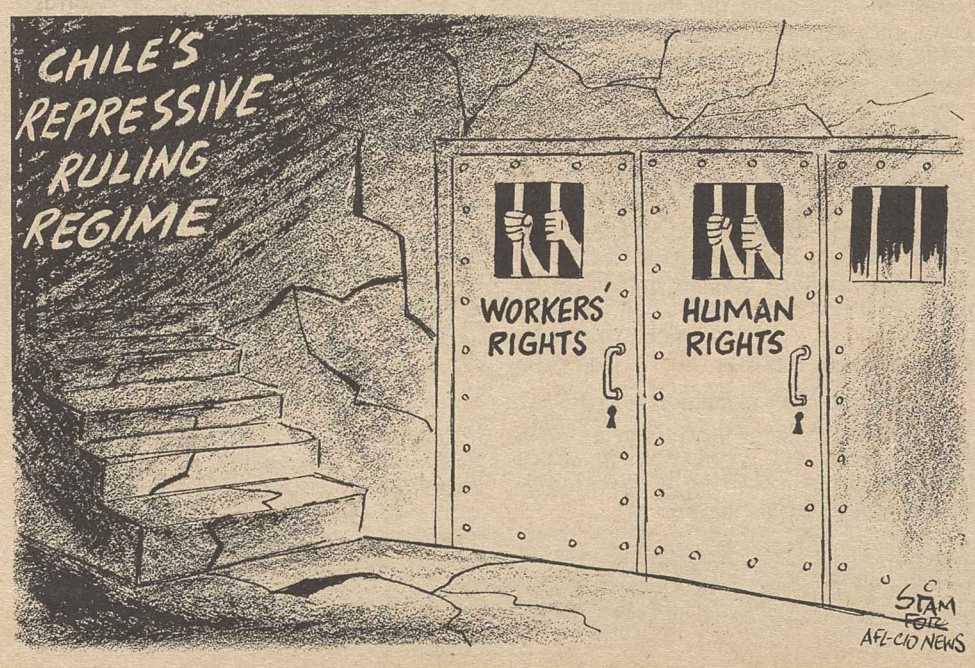
State AFL-CIO President Joseph W. Powell tied the achievements of an "outstanding" session to last November's elections, when a record 87.2 percent of COPE-endorsed candidates for the legislature were winners.

The polygraph ban exempts only law enforcement agencies and dispensers or manufacturers of drugs, and requires that persons giving polygraph tests be licensed by the state Labor Dept.

The legislature approved stronger state regulation of natural gas pipelines, including a requirement that companies purchase the lowest priced gas. It also provided for a 20-percent reduction in natural gas prices for low-income families from November through March.

In other labor-backed legislative action:

- A requirement was adopted for 40-percent consumer representation, including labor, on boards of directors of nonprofit and municipal or county hospitals.
- A hospital cost review agency was established as part of the state Health Dept. despite opposition from hospital administrators. It includes a "pass-through" provision for non-supervisory wages.
- West Virginia became the 12th state to ratify the proposed constitutional amendment to provide voting representation in Congress for the District of Columbia.
- Progressive tax legislation was enacted, raising revenue but not at the expense of lower-income residents.
- Improvements in workers' compensation were adopted.



Adverse economic reports point to lackluster recovery

Signs that the recovery from the Reagan Recession is weaker than the Administration predicted emerged in a series of government reports showing both businessmen and consumers wary of the future.

A report from the Commerce Dept. said American businesses plan to spend $310.9 billion for new plant and equipment in 1983, or 1.7 percent less than in 1982. Meanwhile, new orders for manufactured durable goods, important to the pace of economic recovery, fell 4 percent in February.

Adding credence to speculation that recovery may remain uneven, a Commerce Dept. report on personal income showed a rise of only one-tenth of 1 percent last month. Consumers increased their spending even less.

Private analysts, who say consumer spending will have to fuel the economy's rebound, viewed the figures as lackluster and disappointing.

Plant use drops

In a separate report, the Commerce Dept. said that manufacturers' use of plant capacity dropped 1 percentage point between September and December 1982 to a record low of 68 percent. A department survey of industry showed that the decline in plant use was widespread in both the durable and nondurable sectors.

Durables, which include metals, machinery, vehicles, lumber, furniture, fabricated metals, instruments, and miscellaneous other products, declined 2 percentage points to 63 percent. Nondurables, including textiles, paper, chemicals, petroleum, rubber, food, tobacco, apparel, printing-publishing, and leather, fell one point to 73 percent.

The December rate was the lowest recorded since the department began the statistical series in 1965. In June 1981, the plant use rate for durables was 77 percent and 90 percent for nondurables.

In another adverse economic report, the Labor Dept. said that new claims for unemployment benefits rose to 501,000 during the first week in March, erasing a decline in new claims from the previous week. The over-the-week jump of 41,000 in new claimants for regular state benefits nearly matched the 42,000 decline experienced a week earlier when claims for jobless benefits were slowed because of the Presidents Day holiday.

Other government reports showed the United States registered a huge $8.09 billion deficit last year in its balance of payments on the current account, and the nation's economy declined at an annual rate of 1.1 percent in the fourth quarter of 1982.

The 1.1-percent drop in "real," or inflation-adjusted, gross national product was actually an improvement from the originally reported decline of 1.9 percent. Real GNP—the value of the nation's total output of goods and services—increased by seven-tenths of 1 percent in the third quarter of 1982.

While the Commerce Dept.'s preliminary estimate of economic growth in the current January-to-March quarter is for a gain of 4 percent, some economists caution that the upturn is narrowly based and largely the result of a slowdown in inventory liquidation.

Real GNP for the fourth quarter of 1982 was revised upward to reflect higher net exports, fixed investment, and government purchases than were estimated previously, the department said. The revision resulted in a slight upward revision for 1982 as a whole. The economy declined 1.7 percent over the year, rather than 1.8 percent as estimated earlier.

CONVENTIONS

The Association of Flight Attendants will hold its 1983 convention Nov. 15-17 in Denver.

The Laundry & Dry Cleaning Union's 1983 convention will be held May 30-June 1 in Pittsburgh. In an earlier edition of the AFL-CIO News, the convention date was incorrectly listed as May 23-27.

Congress votes emergency funds for job programs

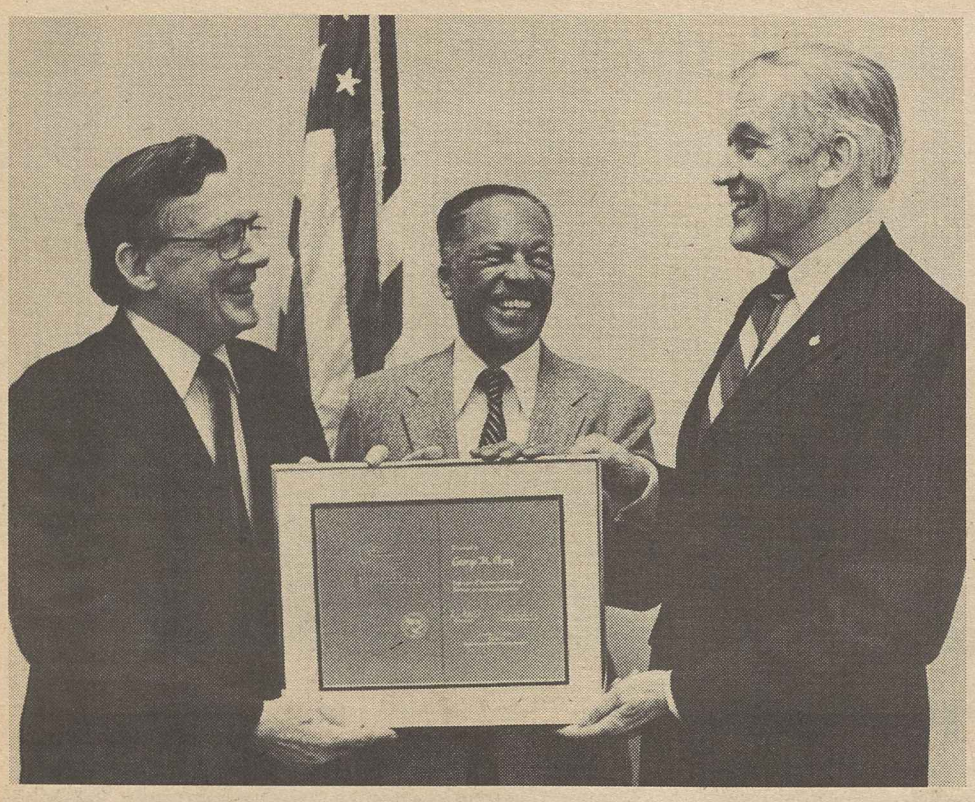
Continued from Page 1

Many of the jobs will come from construction and repairs to federal buildings. But there will also be community development grants that will allow up to $500 million to be spent for "public service activities," including direct public employment.

An Amtrak grant is earmarked for "labor-intensive" projects. Funds are provided for summer youth jobs and for hiring older workers for part-time jobs, for maternal and child care services and for mass transit projects, for training displaced workers and for Job Corps programs.

The bill also includes $125 million for unemployment benefits to laid-off rail workers who are not covered by regular state unemployment insurance. Attached to the measure, in addition to the $4.6 billion, is $5 billion appropriated for advances to states to enable them to keep up unemployment insurance payments.

The Senate had originally added to the House-passed bill a $1.2 billion item for accelerated payment of revenue-sharing grants to communities. But a House-Senate conference committee dropped that section of the bill when White House aides warned it could lead to a presidential veto.



Labor's commendation

George Elsey, retired president of the American Red Cross, right, receives a plaque from AFL-CIO President Lane Kirkland and Community Services Director Walter Davis in recognition of his dozen years of ARC leadership and his role in maintaining close relations with labor. Under his tenure, the number of labor representatives working with the Red Cross grew from five to 22.

Real wages drop 1.5 percent despite decline in price index

Worker buying power plummeted in February while consumer prices declined and wholesale prices inched up.

The Bureau of Labor Statistics reported real average earnings of blue-collar workers fell 1.5 percent from the January level after seasonal adjustment. That was the worst deterioration in real earnings for any month since April 1979.

Over the year, from February 1982 to February 1983, the decline in real earnings was three-tenths of 1 percent, BLS said. Real earnings are wages expressed in constant 1977 dollars.

BLS attributed the earnings decline to a 2-percent drop in the average number of hours worked.

While gross weekly earnings expressed in current dollars averaged $271.07 last month, compared to $275.89 in January, inflation-adjusted wages averaged $168.47, compared to $171.04 in January.

Last month's two-tenths of 1 percent decline in the government's consumer price index was only the second monthly overall decline in more than 17 years, BLS said. Falling gasoline prices at the pump accounted for most of the decline.

Gasoline prices dropped 6.7 percent over the month, a part of the 10.8-percent decline within four months. If the drop in gasoline and other fuel prices had not been included, the overall CPI would have risen three-tenths of 1 percent, BLS said.

The over-the-month decline was the same in both major consumer price indexes compiled by the government. In CPI-U—which covers about 80 percent of the population, including professional, managerial and technical workers, the self-employed, wage earners and clerical workers—rents are now substituted for home ownership costs. The narrower CPI-W, which includes only urban wage earners and clerical workers and represents about half the population, still uses home ownership costs.

Homeownership in the CPI-W, which includes house prices, mortgage interest rates, property taxes, property insurance, and maintenance and repair costs, rose three-tenths of 1 percent in February.

Clothing costs rose five-tenths of 1 percent. Medical care costs in February surged eight-tenths of 1 percent.

On the producer, or wholesale, price front, finished goods rose only one-tenth of 1 percent in February as falling oil prices offset higher food and new car costs.

To avert crisis

Funding needs shape social security action

Continued from Page 1

vision acceptable to federal and postal workers for supplementary benefits through the civil service retirement system.

Labor's position prevailed in the Senate, which adopted an amendment postponing the change until Congress enacted a supplemental benefit plan. But the amendment, introduced by Sen. Russell Long (D-La.), was dropped by a House-Senate conference committee.

Also included in the bill over labor's objections was a Republican-backed provision that will push back the normal retirement age under social security from 65 to 67 in a two-stage phase-in, starting after the turn of the century.

The AFL-CIO had opposed it as a breach of faith with most workers already in the labor force and a severe penalty on the large number of workers forced into early retirement by poor health or unemployment.

A House-Senate conference on the final shape of the bill had just been completed when the AFL-CIO News went to press, but its passage was anticipated.

The changes supported by the AFL-CIO were keyed to protecting present and future benefits with a minimum of hardship for those who can least afford it.

Present retirees will have their July cost-of-living adjustment deferred six months until January. And higher-income retirees would be taxed on half of their social security benefits—representing the employer contributions to the fund. But individuals whose total taxable income is under $25,000, or under $32,000 for a couple, would not be subject to the tax.

Likewise, a one-year acceleration in an already-scheduled rise in the payroll tax would be met through a government payment on behalf of employees. But employers would pay at the higher rate.

Withdrawal barred

One change sought by public sector unions would prohibit state and local government agencies from withdrawing from social security coverage if their workers are already covered. As at present, coverage would not be mandatory. But once covered, public agencies will no longer be able to withdraw from coverage by giving two years notice.

Without these and other fine-tuning adjustments, the social security system wouldn't be able to meet its obligations. Urging the necessity of protecting the social security system, Kirkland testified at congressional hearings that it has "done more than any other American institution to provide our elderly citizens economic security and dignity."

States shape laws to protect workers from toxic materials

Nearly 20 state legislatures are considering measures that would guarantee workers the "right-to-know" the chemicals they work with. Specific legislation on hazardous substances has been introduced in Illinois, New Jersey, Massachusetts, Missouri and Texas.

The AFL-CIO campaign for state right-to-know legislation seeks to counter the efforts of business groups to persuade the Occupational Safety & Health Administration to issue weakened federal standards.

George H. R. Taylor, director of the federation's Dept. of Occupational Safety & Health, sent all affiliates an updated report on legislation that has been enacted in seven states and several cities to assure identification of hazardous substances in the workplace.

He said labor's efforts to get state right-to-know laws passed is causing chemical manufacturers concern that they will be hit with regulations that are stiffer than the expected federal standard.

Taylor said AFL-CIO lawyers have determined that an OSHA standard will preempt state and local laws only if:

- The federal standard is stronger than state or local protections.
- The state or local laws are in direct conflict with provisions of the federal standard.

Taylor noted that the final determination on preemption would probably come from the courts after the federal standard is issued.

A right-to-know rule has been an objective of organized labor for more than a decade, and during the Carter Administration, OSHA proposed a standard to require labeling of containers with chemical names and hazard information.

The Reagan Administration scrapped the hazard identification and labeling standard and replaced it with a "hazard communication" proposal that does not require labeling, reduces the list of covered chemicals by 90 percent and eliminates protection for 10 million workers.

It covers only for workers in manufacturing, excluding those exposed to chemicals in other industries.

Industry decides hazards

Auto Workers President Douglas A. Fraser said the proposed OSHA standard is "almost useless to working men and women." He noted the real names of chemicals would not be required on containers, manufacturers would have the freedom to decide which chemicals are hazardous and trade secret protection would be so broad that the identity of almost any chemical could be concealed.

New Jersey, which has a massive concentration of chemical manufacturing plants is among the states considering "right-to-know" legislation and could become a battleground on the issue.

The New Jersey bill provides for the disclosure of information on about 50,000 chemicals published by the National Institute of Occupational Safety & Health. The chemical industry has called for trimming the list to about 8,000.

The manufacturers also contend that the proposed law would be too costly and would endanger their "trade secrets."

House budget geared to recovery

Continued from page 1

postal subsidy for non-profit mail would be sufficient to maintain current mailing rates.

And a beginning would be made toward the reindustrialization program the labor movement has strongly urged. The budget would provide $100 million in fiscal 1984 to launch a National Industrial Development Bank and provide $2 billion in loan guaranteees the first year.

The House-passed budget would raise defense outlays $21 billion over this year's level and budget authority by more than $18 billion. But where the President asked for an after-inflation increase of 10 percent, the budget would provide an inflation-adjusted 4 percent rise.

Continued increases

The proposed increase, the Budget Committee noted, would come on top of a rise in real defense spending that averaged 11 percent a year for the past two years.

The House budget would set outlays—which include social security payments—at $863.5 billion, or $22.8 billion over the President's budget. But revenues would rise to $689 billion, up nearly $30 billion from the Reagan budget, resulting in a lower deficit.

The budget resolution would compel Congress to raise revenues, but leaves open a variety of options. These include scaling back or deferring the 10-percent cut in individual and corporate income taxes scheduled for this July or other combinations including what the committee report describes as "tax reforms designed to improve equity and economic efficiency."

Next step

The next step is up to the Senate, where the Republican majority would normally be more in tune with the Administration program.

But the Senate has shown increasing signs of independence in the wake of last November's election and double-digit unemployment. Its Budget Committee was in the process of marking up a budget resolution that would have pared the 10-percent rise in defense spending sought by the President to less than 6 percent.

At the White House urging, it put off further action until after the Easter recess to avoid what would appear to be a direct defeat for the President.

To avoid significant Republican defections on the House budget vote, House GOP leaders decided not to let the President's budget come to a vote or propose an alternative budget of their own.

Instead of backing the President's program, they argued merely that the Democratic budget should be rejected so that a "better" budget could be shaped.

After the Senate adopts its budget resolution, a House-Senate conference committee will try to reach a compromise acceptable to both bodies. The final version does not go to the President and thus cannot be vetoed. But subsequent legislation and appropriations bills to implement its provisions can be vetoed.

Committee action

After the budget resolution is approved, the next step is for congressional committees to report out legislation that would bring programs in their jurisdiction in line with the new budget figures.

The budget levels operate only as ceilings and guidelines. Congress does not have to appropriate the full amount. But it must vote a special exemption in order to go above a budget ceiling.

EDITORIALS

The Budget Difference

ELECTIONS DO make a difference. It was the votes cast for labor-supported candidates last November that made possible the 229-196 vote in the House of Representatives for a budget resolution that responds to the nation's need for economic growth, job creation and help for recession victims.

It was not labor's budget that the House adopted. The economic program advanced by the AFL-CIO Executive Council at its recent meeting takes a faster and surer route to economic recovery. But the House budget, reflecting a consensus of mainstream Democrats, moves responsibly in the same general direction.

That's quite a contrast to the budget resolutions adopted by the House in the previous Congress, when the conservative coalition was in the driver's seat. The combination of savage cuts in domestic programs and over-generous tax giveaways to the wealthy contributed to the duration, severity and hardships of the recession.

President Reagan and Republican leaders in the House have exceeded the normal bounds of political exaggeration in their attacks on what the President chose to term the "so-called liberal Democratic budget."

IN A RADIO speech before the House vote, the President warned that adoption of the Democratic budget would send the economy "into a tailspin."

Where has Mr. Reagan been these past two years when unemployment and misery approached Depression levels?

Nor does the chairman of the Republican Congressional Campaign Committee, Guy Vander Jagt of Michigan, ring any bells with his statement after the House vote that the Democrats "goofed" and "handed us a significant campaign issue . . . taxes and spending."

Astonishingly, the Republicans refused to bring an alternative to the Democratic budget to the House floor for a vote, even though the rule under which the budget was adopted allowed such a substitute.

Just two months ago, the President sent his budget proposal to Congress. But the GOP leadership refrained from putting it before the House, knowing that scores of Republicans would join Democrats in voting against it. Nor were they able to agree on any other alternative. At the end, their argument boiled down to asking the House to reject the Democratic budget in the anticipation that something "better" might eventually emerge.

This is the formula for a perpetual minority party that does not expect to govern, not a party that holds the presidency and shares control of Congress.

There is, of course, more than politics involved in budget decisions and President Reagan is right when he says defense needs should not be made "the scapegoat of the federal budget."

It is unfortunate that the Administration's budget proposals veer so sharply in the other direction as to make scapegoats of the poor and the unemployed—while obstinately refusing to consider the tax changes that are essential to avoid shortchanging either military or domestic needs.

The Constitution mandates a government to "provide for the common defense" and to "promote the general welfare." No scapegoating here.

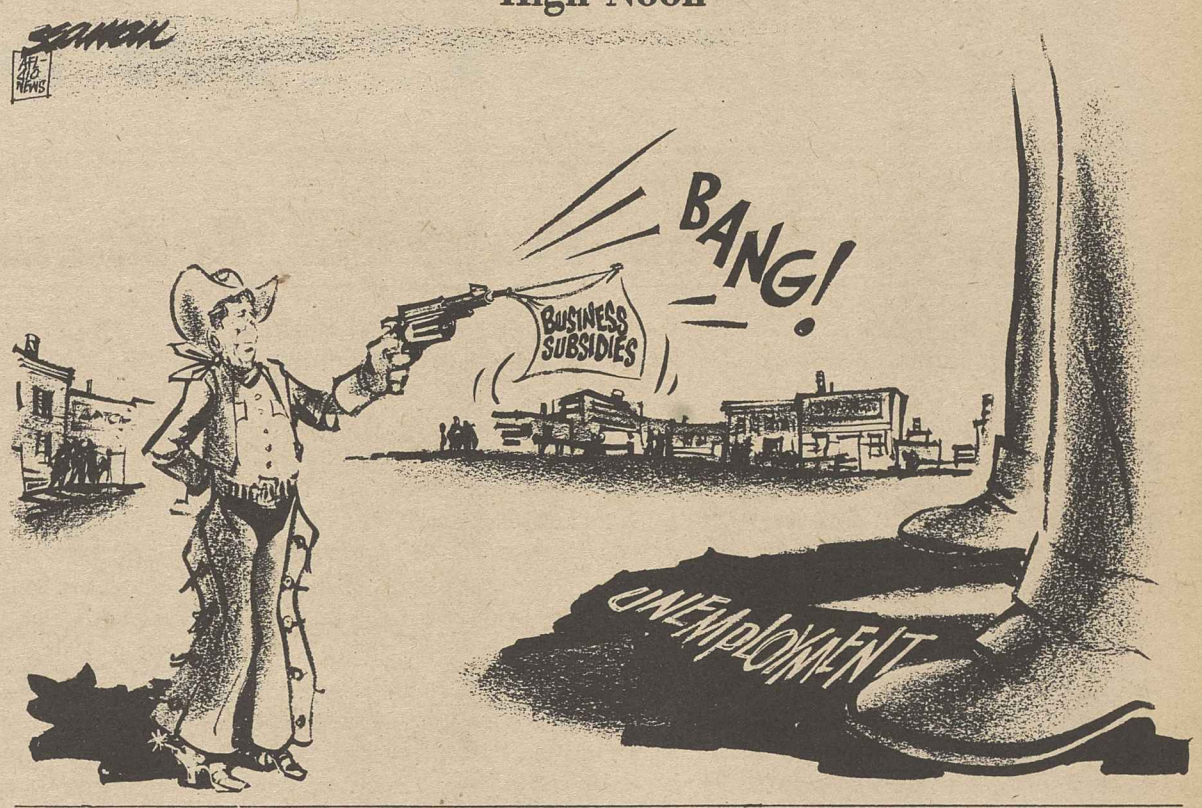
A Moral Obligation

CONGRESS PUT the cart before the horse in directing that new federal employees be brought under the social security system before there is in place an acceptable plan of supplemental benefits through the Civil Service Retirement System.

To the trade union movement, that's comparable to an employer's unilateral rewriting of a contract.

By its actions, Congress has incurred a heavy moral obligation to negotiate in good faith with the unions representing federal and postal employees on a plan that will ensure that neither present nor future government workers will be hurt by the transition.

High Noon



Washington Window

Hopes of jobless pinned on congressional action

By Press Associates, Inc.

As very modest jobs and relief legislation moved through Congress, unemployed workers from the nation's recession-ravaged industrial heartland journeyed to Washington to confront the lawmakers with the flesh and blood reality of job loss.

Among the hundreds of hand-crafted banners and placards carried at the Mar. 15 rally at the Capitol, one seemed to sum it up: "Jobs, Jobs, Jobs—We Need Jobs!"

Most traveled long distances by bus or car caravan from cities like Chicago, Gary, Flint, Toledo, Cleveland, Rochester, Pittsburgh and Providence.

Steelworkers, auto workers, machinists, electrical workers, textile workers, glass workers, teachers, local government workers—all united by their common plight—unemployment.

But the spirit of unity extended back to the communities they came from. James Cottone, 37, an unemployed member of Steelworkers Local 2227 in Pittsburgh, was a bit surprised and highly gratified by the response he and other jobless workers received as they solicited street and plant gate donations to rent the buses. Cottone said employed workers gladly stuffed $5 and even $10 bills into the donation can.

Indicators up, jobs aren't

The nearly 3,000 jobless who came to the rally and to lobby members of Congress had heard the news of rising economic indicators. They had heard President Reagan proclaim the economy to be "on the mend."

But they weren't impressed. Many have been without jobs for more than a year now—their unemployment benefits exhausted, their savings gone, their homes sold on the auction block.

Neither were they impressed by the $5 billion, more or less, jobs and emergency relief legislation pending in Congress.

What is really needed, they told the legislators, is the kind of $68 billion job-creation program proposed by the AFL-CIO. They also insisted on the need for government aid to prevent home foreclosures and evictions, and for medical protection for the jobless.

Behind each jobless worker who came to Washington there was a story of personal hardship.

There was Michael Delbridge, 31, from Auto Workers Local 659, who rode down in a bus with other jobless workers from seven UAW locals in the Flint, Mich., area.

More than a paycheck

Delbridge had worked at Chevy Flint for nine years when he was laid off in January 1982. His unemployment ran out in February. "We gave concessions to the company to save jobs, but lost our jobs anyway," said Delbridge. "The bank foreclosed on my home. The IRS is after my car." "I found out that a job is not just a paycheck. It's a way of life. It's security. It's self-esteem."

"As a nation," he said, "we're falling apart. Other countries are sending us food packages. But what you see here today is part of getting things back together."

Then there was Richard Harrison, 41, of Steelworkers Local 1408 in McKeesport, Pa. During the past year, Harrison has worked only three weeks at the National Tube Works where he has over 12 years' seniority. His jobless benefits will run out in July.

"It's real tough being laid off," said Harrison. "I never thought it would happen to me—not for this long anyway."

As the demonstrators broke up into small groups to visit congressional offices, the workers said they'd come back if Congress fails to take meaningful action on unemployment. When they come the next time, they said, they'll bring a lot more of their friends.

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Vol. 28, No. 12 SATURDAY, MARCH 26, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
American Federation of Labor and Congress of Industrial Organizations

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Executive Council

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LEGISLATIVE ALERT!

Reagan 'Jobs' Plan: Wage Cut, Business Tax Cuts

At a time of massive joblessness, the Reagan Administration's "Employment Act of 1983," sent to Congress last week, should be called "The Wage-Gouging, Business Tax Windfall Act of 1983." The legislation does not create a single new job, but could cost the jobs of workers now employed.

The legislation includes:

• **Subminimum Wage:** Currently the minimum wage is $3.35 per hour, less than $7,000 per year. The President wants to cut this to $2.50 per hour for teenagers working during the summer. Employers could fire current workers and replace them with teens, doing nothing to bring down total unemployment.

The minimum wage has been eroded by inflation and is thus already a subminimum wage. To provide the same purchasing power as the $1.40 minimum of 1967, the current minimum should be boosted to $4.15 per hour.

• **UI "Vouchers":** The President wants to give unemployed Americans "vouchers" instead of unemployment compensation. If the jobless worker found a job, the voucher would go to the employer as a tax credit.

In recent testimony the AFL-CIO warned that there would be little to stop employers from laying off current workers and substituting workers who bring voucher tax credits. This scheme is just another Reagan tactic for cutting business taxes.

• **More Cuts in Compensation:** For the past two years Reagan has been slashing job training programs. Now he wants the states to spend meager unemployment insurance funds on training. But this is not an either/or situation. We need training programs and unemployment compensation.

House, Senate OK 'Phase I' Jobs Bill

Despite the opposition of hard-nosed Republicans, Congress neared completion of its "Phase I" recession-relief program as a conference committee resolved differences between the House and Senate versions. The legislation is a modest first effort at creating some jobs and easing the hardship for victims of the Reagan recession. But even this token anti-recession bill was whittled down by the threat of a Reagan veto, and opposed by die-hard conservatives.

The jobs bill was approved 82-16 in the Senate following a lengthy delay. Swift action was vital because the bill also includes funds to keep unemployment compensation going out in 27 states receiving extended benefits.

The jobs bill is the first effort by Congress to lessen the hardship of the Reagan recession. It includes funds to maintain and improve public works such as highways, community development projects, emergency food and shelter for the homeless, and help for the railroad retirement system.

The following 16 Senators voted against this effort to help the victims of recession:

WRONG VOTES, AGAINST JOBS BILL:

Armstrong (R-CO)	McClure (R-ID)
East (R-NC)	Murkowski (R-AK)
Garn (R-UT)	Nickles (R-OK)
Goldwater (R-AZ)	Roth (D-DE)
Hatch (R-UT)	Rudman (R-NH)
Helms (R-NC)	Symms(R-ID)
Humphrey (R-NH)	Tower (R-TX)
Mattingly (R-GA)	Zorinsky (D-NE)

Congress Taking a Short Recess; Time To Work These Issues

Congress will be in recess from March 28 to April 4. Contact your Representative and Senators while they are back home and seek commitments from them on issues of concern to you and your union.

HOUSE OK'S AFL-CIO-BACKED BUDGET PLAN; FOCUS SHIFTS NOW TO THE SENATE

Congress' first step in writing the budget for the year beginning next Oct. 1 is to pass a First Budget Resolution, which is a broad outline of government revenues, spending, and distribution of funds among various programs.

This year the House rejected the Reagan plan for more budget cuts and passed an AFL-CIO-backed alternative.

This budget is a step toward economic recovery and fairness in government programs and tax policy. It includes funds for job creation, foreclosure relief, improved education and training programs, health care for the jobless, and extended unemployment benefits. It would moderate the defense build-up and allow for tax reforms.

The battle now shifts to the Senate, which has postponed action on the budget at the President's request.

WHAT YOU CAN DO: Urge your Senators to oppose Reagan budget slashing and to support the House-passed budget resolution.

MORTGAGE ASSISTANCE FOR THE JOBLESS

As of Sept. 30, 1982, more than 5 percent of all outstanding home mortgages were delinquent, a near-record high since the Mortgage Bankers Association started its survey in 1953. The home mortgage foreclosure rate has been rising steeply; nearly 170,000 families face foreclosure.

Legislation has been introduced (H.R. 1983) to provide emergency home loans for jobless Americans in danger of losing their homes. In areas of the country where mortgage delinquencies are high, the government would help pay principal, interest, taxes, insurance and utilities for up to 36 months. Homeowners would contribute up to 38 percent of their income.

WHAT YOU CAN DO: H.R. 1983 may come to a vote after the recess. Urge your Representative to support H.R. 1983, and to support any amendment to extend coverage to renters.

Taxes Are Withheld on Your Wages; Why Not on Unearned Income?

A fast-moving battle over fairness in taxation has been joined in Congress, and your help is needed to turn the tide against banking interests who are trying to protect high-income tax-dodgers. The issue is whether taxes should be withheld from unearned income, just as they already are withheld from your earned income--your paycheck.

Last year's tax amendments included a provision to withhold taxes at a 10-percent rate on interest and dividend income, beginning July 1. Bankers want Congress to repeal this measure before it takes effect. The major beneficiaries would be the top 3.4 percent of taxpayers, who receive more than one-third of the $440 billion in interest and dividend income each year.

AFL-CIO lobbyists have been working to maintain withholding as a fair means of collecting taxes that have always been due but in the past uncollected. Your help is needed, because a majority of Senators and Representatives, pressured by bankers, have cosponsored repeal legislation. Only support for withholding from union member constituents may prevent repeal.

WHAT YOU CAN DO: Ask your legislators to oppose any measure that would repeal or delay withholding of taxes on interest and dividend income.

IF BANKERS WIN, YOU LOSE

- $270 billion in taxes is withheld annually from earned income--wages and salaries. This "pay as you go" system prevents a big tax bill at the end of the year, and helps ensure that everyone pays the taxes that are due.
- The current controversy is over a new law providing for withholding of taxes on unearned income--savings account interest and stock dividends. An estimated 15 percent of dividend income, and 11 percent of interest income, has been going unreported. Withholding will simply ensure that these fat-cat tax-dodgers pay what is due.
- This is not a new tax, but rather a means of improving tax compliance.
- The new withholding measure will raise a lot of money: $19 billion over five years. If withholding is repealed, Congress will be looking for ways to make up the loss. Congress might increase taxes on oil products or tax your employee health insurance benefits.
- Thus repeal of tax withholding could end up raising your taxes--and all because some tax-dodgers don't want to pay what's due.

BANKERS PRESSURING CONGRESS

American bankers have spared no expense in their determination to shield tax dodgers. They have undertaken a massive public relations campaign to pressure Congress into repealing the tax withholding reform measure.

The American Bankers Association, leading the drive, is working with a dozen major trade associations in lobbying Congress. They have mailed as many as 80 million pre-printed postcards to their customers, asking that the cards be signed and sent to Congress. They have placed advertisements in magazines and newspapers.

The bankers haven't let the truth get in their way. "The government will be picking the taxpayers' pockets," says one ABA document. The government will "loot your savings account," it continues. **In fact, the honest taxpayer won't pay a penny more than he would if withholding had not been enacted. Withholding will matter only to those who don't pay their taxes.**

Unfortunately, many have been misled by the bankers' campaign and have sent the postcards to Capitol Hill. That's why it is important that we send Congress some mail on the other side of the issue.

AFL-CIO news

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SATURDAY
APRIL 2, 1983

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Union showcase

AFL-CIO Sec.-Treas. Thomas R. Donahue cuts the ribbon to open the 1983 Union-Industries Show, produced in St. Louis by the Union Label & Service Trades Dept. From left are Union Label President James E. Hatfield, International Brotherhood of Electrical Workers Sec. Ralph A. Leigon, Donahue, Mayor Vincent Schoemehl, Missouri AFL-CIO President Daniel J. McVey, and department Sec.-Treas. John E. Mara. (Story, Page 3.)

Reform package assures integrity of social security

By James M. Shevis

Organized labor welcomed congressional passage of reform legislation to assure the integrity of the social security system, but expressed disappointment with provisions extending the retirement age and imposing mandatory coverage of newly hired federal workers.

At the same time, the AFL-CIO pointed out that the legislation—based primarily on recommendations of the bipartisan National Commission on Social Security Reform—will not increase the tax burden for workers beyond tax increases already scheduled for the next five years.

Director Bert Seidman of the federation's Dept. of Social Security said that despite the provisions on retirement age and coverage of new federal employees, the Social Security Amendments of 1983 are preferable to the alternative of a protracted political battle and the likelihood of more serious benefit cuts or temporary Band-Aid solutions that could jeopardize the program.

Signing awaited

Congressional approval of the social security bill was completed in the early morning hours of Mar. 25, when the Senate adopted a conference committee report on the measure, 58-14. The House had approved the package a day earlier by a 243-102 vote. President Reagan is expected to sign the measure into law the week of Apr. 10.

The compromise rescue plan, approved two months after the reform commission presented its recommendations, is expected to raise about $165 billion over the next seven years, guaranteeing that retirement checks will continue to go out to some 36 million recipients.

If Congress had done nothing, the system's Old Age & Survivors Disability Insurance fund would have run short in July and faced serious financial trouble throughout the Eighties.

Passage of the Social Security Amendments "should bring peace of mind to workers and the elderly, for their social security benefits will be made secure for now and in the future," Seidman said.

Attached to the bill were provisions extending an emergency jobless benefits program six months to help more than 2 million unemployed workers. If Congress had not acted, federal payments to the long-term unemployed would have been cut off on Mar. 31.

As cleared by Congress, the social security reform package requires that all federal workers hired after Jan. 1, 1984, be brought under the system. AFL-CIO President Lane Kirkland, a member of the reform commission, had dissented from this recommendation, urging deferment of action pending creation of a program of supplementary benefits for federal workers and postal workers through the civil service retirement system.

The AFL-CIO intends to work with postal and federal employee unions to insure that the promised pension plan to supplement social security will provide a combined package of benefits at least equal to those now enjoyed by present workers, Seidman said.

Another provision causing deep con-

Continued on Page 2

Union warns U.S. Steel against import scheme

Pittsburgh—The Steelworkers warned that the U.S. Steel Corp.'s plan to import unfinished steel from the government-owned British Steel Corp. will wipe out thousands of American jobs and threaten the survival of the nation's steel industry.

"It is our intention as a union to resist this arrangement in every way that is at our disposal," USWA President Lloyd McBride said in a statement. "These discussions have grave implications which go beyond any one facility to the very future of the industry itself.

"It raises questions about whether domestic producers are going to become essentially finishers of steel and dependent on foreign steelmakers for semifinished steel," McBride said.

Subsidized slabs

Since word surfaced that U.S. Steel officials had held talks with British Steel Corp. toward securing an "uninterrupted flow" of steel slabs to the company's Fairless works near Philadelphia, McBride said he has been in "almost daily contact" with U.S. Steel urging it to forgo the use of "subsidized steel." He has also called on the Administration and Congress to take immediate steps to ensure proper enforcement of U.S. trade laws.

"The British Steel Corp. is an industrial arm of the British government," McBride observed. "However these undertakings may be rationalized, the fact remains that subsidized steel slab is just as illegal entering this country if it is purchased by a domestic producer as it would be if purchased by a customer of one of the domestic producers.

"Unless there is a concerted effort in the public sector, we are faced with further erosion of steelworker employment and the beginning of the demise of the American steel industry."

Beginning comeback

The U.S. steel industry is just beginning to revive after a prolonged slump in which 163,000 steelworkers have been laid off or put on short workweeks. Earlier this month, USWA signed a new, 41-month contract in which union members made concessions to help the industry survive the worst downturn since the Great Depression.

In his statement, McBride said he understood that part of the negotiations between U.S. Steel and British Steel involved the British "buying into" the Fairless works. The complex represents about 12 percent of U.S. Steel's production capacity. The union is concerned that if U.S. Steel begins buying unfinished steel from abroad for processing at Fairless, the company might eliminate its raw-steel producing facilities there, causing the layoff of as

Continued on Page 4

Benefit extension eases hardship of long-term jobless

Congress approved and President Reagan signed into law a six-month extension of the federally funded supplemental unemployment compensation program—vital economic assistance for persons who have exhausted their regular and extended benefits—just as it was to expire.

Debated as part of the social security reform bill, the jobless benefits measure was sent to Reagan separately for his signature so that payments would not be interrupted. The supplemental benefits program was set to expire on Mar. 31.

The provisions on unemployment compensation contain $2 billion to continue the supplemental jobless benefits program through Sept. 30. As enacted, the provi-

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Reagan budget blasted

Elderly fight new cuts in programs

Older Americans will suffer "new and devastating cuts in services" if Congress approves the proposed Administration budget for the fiscal year that begins on Oct. 1, 1983, a coalition of groups representing the elderly charged.

"If the proposed budget cuts are enacted, many vulnerable older persons will simply fall through the gaps," the Leadership Council of Aging Organizations concluded in a 48-page study.

The fiscal 1984 budget resolution adopted by the House would restore virtually all of the non-defense programs slashed by the Reagan budget proposal. The Senate has delayed action on the budget until after its Easter recess.

"A great many older persons are unable to replace federal assistance through employment, and are subject to escalating medical expenses," the coalition said. "These vulnerable elderly are being asked to accept an intolerable burden."

The study—an analysis of the Administration's proposed budget as it affects older persons—reviews 18 programs which provide services or benefits to the elderly, all of which face budget reductions, freezes or, in several cases, elimination.

Unequal effect

The coalition's analysis points out that persons who are most dependent on federal entitlements suffer disproportionately from benefit freezes or reductions.

The lives of poor people, who often rely on several federal programs, will be devastated by the compound impact of budget cuts, the report notes.

Hardest hit will be women and minorities who make up the largest segment of the poor elderly, it pointed out.

The burden of the Reagan budget cutbacks is not equally shared, the council charged. The most basic needs of older persons are being threatened by slated program reductions, the study observes. Income, health care, food, and shelter are all targets of the Administration's budgetary "savings" scheme.

Among the 28 national organizations that make up the council are the National Council of Senior Citizens, the AFL-CIO's Dept. of Social Security and the Auto Workers Retired Members Dept. NCSC President Jacob Clayman is chairman of the coalition.

Noting that spending for programs for the elderly already have been reduced by

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The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

4/2/83

Secretary-treasurers' agenda

Delegates to the 1983 AFL-CIO Secretary-Treasurers Conference look over the agenda of the two-day meeting held in St. Louis. From left, Maritime Trades Dept. Executive Sec.-Treas. Jean F. Ingrao, Flight Attendants Sec.-Treas. Pamela Casey, and Steelworkers Treasurer Frank S. McKee.

Allocations sought for study on problems of shift workers

There is solid scientific evidence linking shift work to workers' emotional, physical and social problems, but much more research is needed to effectively solve these problems, the AFL-CIO told Congress.

In testimony before a House science and technology subcommittee, Federation Economist John Zalusky urged the allocation of funds for the National Institute for Occupational Safety & Health (NIOSH) earmarked for research on the effects of shift work.

The need is becoming more pressing, Zalusky said, because the workforce is growing older and retirement age is being extended. Evidence shows that the adverse consequences of shift work increase with the age of the worker.

Zalusky said Labor Dept. figures show that about 16 percent of the workforce is now on some type of shift pattern other than the typical day-work schedule.

Although the overall proportion of workers on shifts has remained fairly steady over the last decade, some industries have substantially increased their percentage of shift workers, Zalusky said. Among them are the petroleum refining, synthetic fiber, shipbuilding and computer industries and gas and electric utilities.

Reason for shifts

He noted that most industries go to shifts for one of four main reasons: the need for 24-hour services, like police, fire and utilities; continuous maintenance of manufacturing processes that can't be shut down; to accommodate the public, such as providing all-night shopping or food service, and to maximize quick recovery of capital.

Zalusky estimated that as technology advances with rapid product obsolescence becoming a bigger problem and the cost of capital relative to the cost of labor increasing, more and more workers will be pressed to work shifts so employers can keep business going day and night, seven days a week.

Unions have long experience with shift work, and most collective bargaining agreements have special provisions for dealing with it, Zalusky said, pointing to shift premium pay, bidding by seniority, shorter late shift hours or minimum rest hours between shifts. Progress in finding practical solutions to shift work problems through collective bargaining would be helped by the availability of more detailed scientific knowledge, Zalusky told the committee.

Research

He pointed out that NIOSH only began to associate its research on sleep patterns, physiological rhythms and human performance with shift work in the early 1970s.

In a companion paper presented with his testimony, Zalusky wrote that while research is far from complete, studies already show that interference with the human body's biological rhythms of sleeping and eating can cause serious physical and psychological problems.

Family and social life are disrupted, Zalusky said, adding that substantial research is needed in this area, including studies of the relationship between shift work and divorce rates, spouse abuse, drug use and juvenile delinquency.

Zalusky cited evidence that shift work is not socially or even economically desirable in the long run, but as long as attention is focused on employers' concerns about cost-benefit ratios, research on the issue will be directed only at "making the best of a poor situation."

System's integrity assured

Amendments bolster social security funds

Continued from Page 1

cern to labor was a Republican-backed proposal pushing back the normal retirement age under social security from 65 to 67 in two steps by the year 2027.

The age for full retirement would first be raised gradually to 66 over a six-year period ending in 2009. The second step—raising the age from 66 to 67—also would be phased in over six years, ending in 2027.

Early retirement would still be allowed at age 62, but benefits would be cut from the current 80 percent of full retirement benefits to 75 percent by the year 2009 and to 70 percent by the year 2027.

The AFL-CIO opposed the age extension as a breach of faith for workers who have made contributions during their working lives with the expectation of receiving promised benefits. Labor also stressed that the provision will work a particular hardship on workers forced out of the labor market and into early retirement because of poor health or poor economic conditions.

"The AFL-CIO will work to modify and repeal this provision before it becomes effective," Seidman said.

● Besides all new federal hires, those required to join the social security system after Jan. 1, 1984, include the President, Vice President, all members of Congress, federal judges, and about 3,000 other top political appointees and senior government executives.

Other coverage

Employees of all nonprofit organizations would be brought under the program effective next Jan. 1. State or local governments will no longer be permitted to withdraw from the system. Those that have withdrawn will be permitted to return to the system voluntarily.

● The payroll tax to finance social security and Medicare benefits would remain at 6.7 percent next year for employees but climb to 7 percent for employers.

The tax is scheduled to climb to 7.05 percent for both workers and employers in 1985, to 7.15 percent for both in 1986 and 1987, and to 7.51 percent for employers and employees alike in 1988-89. The payroll tax would increase to 7.65 percent for both groups in 1990 and afterward.

The legislation would increase the levy for the self-employed, who now pay 9.35 percent, to 11.3 percent in 1984, rising to 13.02 percent in 1988-89.

No new tax

Lawrence Smedley, associate director of the AFL-CIO Dept. of Social Security, points out that workers will bear no new additional tax burden for five years, since these increases had already been scheduled, and the additional tax under the new legislation will consist only of a two-year partial acceleration of an already scheduled increase under the 1977 amendments to the Social Security Act.

● Retirees would pay income tax on half their social security benefits if their adjusted gross income plus half their benefits exceed $25,000 for individuals or $32,000 for couples.

● The cost-of-living increase scheduled for July would be delayed until January, with future increases coming in successive Januarys.

The COL adjustment would be made next January even if the increase in the government's consumer price index on which the adjustment is based falls below 3 percent. Under existing law, adjustments are forgone when the CPI is that low.

● The penalty currently placed on retirees with outside earnings would be liberalized. Under existing law, those under age 70 have their benefits reduced $1 for each $2 they earn above $6,600. Under the new legislation, benefits would be reduced $1 for each $3 earned, beginning in 1990.

● Benefits designed especially to help widowed, divorced and disabled women would be liberalized also. These include an increase in benefits for disabled widows and widowers aged 50-59.

● The three social security trust funds —Old Age & Survivors Insurance, Disability Insurance, and Health Insurance— would be allowed to borrow funds from each other through 1987. But the first two would be unable to borrow from the health insurance fund, which finances the Medicare insurance program, if its reserves fall below a certain level.

● The bonus individuals receive for delaying retirement past the age of 65 would increase from 3 to 8 percent of benefits a year. The bonus would be phased in between 1990 and 2008, and would be available for those up to age 70.

● The social security system would be removed from the federal budget beginning in fiscal 1992. Until then, the system would be shown as a separate function within the budget.

● Monthly Supplemental Security income (SSI) benefits would be increased by $20 for individuals and $30 for couples, effective July 1, 1983.

● The SSI cost-of-living increase due this July would be delayed for six months until January 1984, and paid every January thereafter.

Senate vote on delaying interest withholding tax

The Senate on Mar. 22 voted 54-43 to table a motion by Sen. John Melcher (D-Mont.) to delay the 10 percent withholding tax on interest and dividend income. The measure temporarily threatened passage of the social security reform package. The AFL-CIO supports closing this tax loophole and considers a vote for tabling the motion, offered by Sen. Daniel P. Moynihan (D-N.Y.), as supporting labor's position.

FOR LABOR'S POSITION

Democrats

Bentsen (Tex.)	Hart (Colo.)	Leahy (Vt.)	Pell (R.I.)
Bingaman (N.M.)	Jackson (Wash.)	Metzenbaum (Ohio)	Pryor (Ark.)
Chiles (Fla.)	Kennedy (Mass.)	Moynihan (N.Y.)	Stennis (Miss.)
Dodd (Conn.)	Lautenberg (N.J.)		

Republicans

Abdnor (S.D.)	Durenberger (Minn.)	Kassebaum (Kan.)	Specter (Pa.)
Andrews (N.D.)	Garn (Utah)	Laxalt (Nev.)	Stafford (Vt.)
Baker (Tenn.)	Goldwater (Ariz.)	Lugar (Ind.)	Stevens (Alaska)
Boschwitz (Minn.)	Gorton (Wash.)	Mathias (Md.)	Thurmond (S.C.)
Chafee (R.I.)	Grassley (Iowa)	McClure (Idaho)	Tower (Tex.)
Cochran (Miss.)	Hatch (Utah)	Murkowski (Alaska)	Trible (Va.)
Cohen (Me.)	Hatfield (Wash.)	Packwood (Ore.)	Wallop (Wyo.)
D'Amato (N.Y.)	Hawkins (Fla.)	Pressler (S.D.)	Warner (Va.)
Danforth (Mo.)	Hecht (Nev.)	Roth (Del.)	Weicker (Conn.)
Dole (Kan.)	Heinz (Pa.)	Rudman (N.H.)	Wilson (Calif.)
Domenici (N.M.)			

AGAINST LABOR'S POSITION

Democrats

Baucus (Mont.)	Dixon (Ill.)	Inouye (Hawaii)	Nunn (Ga.)
Biden (Del.)	Eagleton (Mo.)	Johnston (La.)	Proxmire (Wis.)
Boren (Okla.)	Exon (Neb.)	Levin (Mich.)	Randolph (W.Va.)
Bradley (N.J.)	Fork (Ky.)	Long (La.)	Riegle (Mich.)
Bumpers (Ark.)	Glenn (Ohio)	Matsunaga (Hawaii)	Sasser (Tenn.)
Burdick (N.D.)	Heflin (Ala.)	Melcher (Mont.)	Tsongas (Miss.)
Byrd (W.Va.)	Hollings (S.C.)	Mitchell (Me.)	Zorinsky (Neb.)
DeConcini (Ariz.)	Huddleston (Ky.)		

Republicans

Armstrong (Colo.)	Helms (N.C.)	Kasten (Wis.)	Percy (Ill.)
Denton (Ala.)	Humphrey (N.H.)	Mattingly (Ga.)	Quayle (Ind.)
East (N.C.)	Jepsen (Iowa)	Nickles (Okla.)	Symms (Idaho)

Absent: Cranston (D-Calif.), Sarbanes (D-Md.), Simpson (R-Wyo.).

Mary Crowl dies at 80, retired staff member

Silver Spring, Md.—Mary C. Crowl, 80, a telephone operator with the CIO and later with the AFL-CIO, died here Feb. 3.

Mrs. Crowl began working for the CIO in 1951 and retired from the AFL-CIO in 1969. She is survived by her husband Clarence.

St. Louis meets at Union Label Show

Six-day exhibition attracts overflow crowd of 250,000

Visitors collect free samples and prizes at the Union-Industries Show.

By Susan Dunlop

St. Louis—A panorama of skills, services and products made by union members was on display as the 38th AFL-CIO Union-Industries Show opened its doors for a six-day run here, attracting one of the largest crowds in the show's history.

An estimated 250,000 visitors from the greater St. Louis area attended the exhibition Mar. 25-30 at the city's convention center where the main exhibit area is named the United Labor Hall in honor of the labor movement's support for the development of the center and its commitment to smooth, on-schedule construction.

The free, public show highlighted the skill and productivity of union workers alongside a wide array of goods and services they produce in cooperation with their employers.

The exposition is produced by the AFL-CIO Union Label & Service Trades Dept. in a different city each year.

Workers' role

At the show's opening day ceremonies, AFL-CIO Sec.-Treas. Thomas R. Donahue pointed out that the Union-Industries Show "demonstrates dramatically that American workers recognize they have as great a stake as management has in the productivity and profitability of industry—for as industry thrives, so do workers through the 'fair share' mechanism of collective bargaining."

Donahue said that the show points up to the community the "best side" of labor-management relations, and shows that the labor movement is "a vital and indispensable" part of the American economy and society.

While the exhibition highlights just how much workers and employers can accomplish together, Donahue said, "at the same time, we cannot forget that too much of America's vast industrial capacity sits idle, as do millions of American workers, jobless through no fault of their own."

It is in the economic and social interests of this country to put people back to work, and government can and should be a partner in a vital project of such national scope, Donahue said.

He pointed out that the AFL-CIO has called for a program of public service jobs that will create employment, generate taxes and produce useful and badly needed community facilities.

The AFL-CIO's own exhibit at the show emphasized the importance of communications with union members and the public. A specially constructed "theater" featured video news and information programming produced by the Labor Institute of Public Affairs, the federation's television production and communications arm.

The International Brotherhood of Electrical Workers unveiled a colorful new exhibit in the city where the union was founded 92 years ago, and members of IBEW Locals 1 and 2 explained their skills to show visitors and helped give away appliances and many other products made by IBEW members.

Pride in the products made by union members was the focal point of the Allied Industrial Workers exhibit which featured members' skills in making everything from toys to touring motorcycles. Nearby, the Theatrical Stage Employes explained why movies wouldn't be the same without their unique talents and skills in a display that drew visitors with a "sneak preview" of upcoming films.

The Steelworkers exhibit focused on the wide range of products members make and the services they provide to the community. Funds to benefit USWA food banks for the unemployed were raised at the exhibit through the sale of the 45 rpm record "Steel Mill Blues," written and recorded by the nephew of a jobless union member.

Prizes and skills

The Food & Commercial Workers arena was the setting for prize giveaways that pointed up UFCW members' skills in a wide range of industries including meatcutting, manufacturing, retailing, professional services and health care. A highlight of the show was the annual Barbers & Beauticians Hair Fashion spectacular, a national competition for men's and women's hairstylists.

The skills of union members in a multitude of industries ranging from aerospace technology to air conditioners was highlighted at the Machinists exhibit, which also underscored the labor movement's interest in serving the community with a live demonstration by a blind worker of how guide dogs are trained and made available by International Guiding Eyes, founded by a Machinists member.

Tasty samples

Plenty of tasty free samples and a virtuoso cake decorating demonstration drew visitors to the Bakery, Confectionery & Tobacco Workers booth. At the Graphic Arts display, visitors watched as their take-home souvenirs were printed on high technology printing equipment.

A key theme of many exhibits at the show was apprenticeship and training, including the exhibits staged by the Plumbers & Pipe Fitters and by the Sheet Metal Workers where apprentices made trays given away as prizes.

Carpenters apprentices constructed small benches while they explained their varied skills, and the Laborers emphasized the many phases of the construction industry in which their members receive training through the union's schools, including skills such as laser surveying.

The city's famous landmark, the Gateway Arch, and the labor movement's role in creating it, were featured at the Iron Workers exhibit in a film that showed how union workers of many trades and crafts built the 630-foot high structure.

Safe driving

The Operating Engineers demonstrated the skills of their members, and spotlighted the importance of seat belt safety—both on and off the job—with a machine called "The Convincer" that did just that for show visitors who tried it.

The more than 300 exhibits in the show made the point that union members are found in virtually every industry. The Aluminum, Brick & Glass Workers, for example, displayed products ranging from basic aluminum to fine dinnerware. Members of the Oil, Chemical & Atomic Workers at the show explained their jobs in oil refining as well as in the making of many consumer products such as soaps and shampoos. At the Auto Workers exhibit visitors could look over the latest model UAW-built cars in a display that emphasized buying union-made products to help create jobs.

The Boilermakers booth featured floating scale models of ships built by the union's members, and the Chemical Workers popular "Magic of Chemistry" show pointed up the wide range of goods made by ICWU members.

Top quality products made by union members—many of which were given away as prizes to show visitors, were the keynotes of colorful exhibits by the Rubber Workers, the Molders and the Clothing & Textile Workers, and show visitors walked away from the Ladies' Garment Workers exhibit humming the famous "Look for the Union Label" jingle after watching union members sew aprons out of special ILGWU fabric.

The essential role in the U.S. economy of the railroad industry and its workers was the theme of exhibits mounted by the Railway Clerks, the Railway Carmen, the Signalmen, and the Maintenance of Way Employees.

Emphasis on quality

The Cement, Lime & Gypsum Workers explained their union's involvement in industries from mining to consumer products, while the Upholstery Workers demonstrated fine furniture making, and members of the Stove & Furnace Workers explained their participation in making both quality wood-burning stoves and high technology kitchen ranges.

The significance of union workers' skills was stressed at the Bricklayers exhibit, at exhibits by the Plasterers, and the Painters where union sign painters made their difficult trade look easy.

Prize giveaways were a popular event staged by many exhibitors at the show, including bags of union-made products from the Grain Millers, the Seafarers and the Paperworkers. Overall, more than $100,000 in prizes and free souvenirs were handed out at the six-day event, show officials reported.

The importance of union members' jobs in vital fields such as health care was underscored by the Service Employees, where union nurses gave free blood pressure checks, and by the Fire Fighters where fire safety was explained.

Chefs at work

Union members actually performing their skilled jobs drew visitors to watch the Hotel Employees & Restaurant Employees chefs at work, as well as the glass bottle blowers at the Glass, Pottery & Plastics Workers exhibit. Flint Glass Workers members demonstrated the art of glass etching and hand painting on glass lamps and vases.

Exhibits by the Furniture Workers, the Retail, Wholesale & Dept. Store Union, the Distillery Workers and the Electrical, Radio & Machine Workers showed off to visitors the diversity of industries in which union members are employed.

And on a practical note, while the Letter Carriers and Postal Workers display showed how mail delivery has evolved, a working post office provided stamps and a special Union-Industries Show cachet and cancel as a unique souvenir.

African unionists released

Pressure from the AFL-CIO and other free trade union groups has led to the release of six black South African labor leaders jailed last month in a clear effort to break independent black unions in South Africa.

Released Mar. 30 without charges were President Thozamile Gqweta of the South African Allied Workers Union, Sisa Njikelana, Bangwizi Sifingo, Humphrey Maxogwana, and Jef Wabena of the same union, and Sidney Madamudi of the General Allied Workers.

All had been arrested in Port Elizabeth on Mar. 18. Police gave no reason for detaining them. Gqweta was picked up at his home in the middle of the night. Njikelana was arrested at his home after police searched for what they called subversive literature, and the others were in a bus at the time of their arrest.

At the request of the International Confederation of Free Trade Unions, the AFL-CIO and other free labor organizations cabled South African Prime Minister P. W. Botha expressing outrage over this latest violation of trade union rights and called for guarantees of the safety and good health of the detainees.

For Gqweta, it was his eighth arrest without charges, and Njikelana had been arrested five or six times. The arrests fit a pattern of the South African police who have harassed the black unions by disrupting their operations.

At the time of their arrests, Gqweta and the others were in the middle of negotiations with a local chloride plant that employs black workers.

The AFL-CIO also sent a letter to the South African ambassador to the United States, Bernardus G. Fourie, in Washington, informing him of its protests.

ICFTU Gen. Sec. John Vanderveken cabled Botha, "The unending persecution of black trade unionists . . . constitutes further evidence that so-called labor reforms do not touch the majority of black workers who are subject to loss of citizenship and forced migration and are victims of daily violations of trade union rights."

Humphrey Donahue gets regional post

Humphrey Donahue has been named assistant director of AFL-CIO Region VII by Federation President Lane Kirkland.

Donahue, 53, has been an AFL-CIO field representative in New York since 1969. Earlier, Donahue was a vice president of Ironworkers Local 33 in Rochester, N.Y.

He will be based in the New York City headquarters of the region, which comprises New York, New Jersey and Puerto Rico.

AFL-CIO President Lane Kirkland rallies union support for Chicago Democratic mayoral candidate, Rep. Harold Washington, right.

Chicago's mayoral contest linked to presidential race

Chicago—The outcome of the mayoral race in Chicago could be a key to the race for the White House in 1984, AFL-CIO President Lane Kirkland declared at a rally for the Democratic candidate, Rep. Harold Washington.

More than 18,000 supporters turned out for the gathering on the University of Illinois branch campus at the call of local labor, civil rights, business, professional, and community groups.

Kirkland reminded the rally of Samuel Gompers's political advice to "reward your friends and punish your enemies" and said that Washington has "earned the reward of labor support" with a 94 percent "right" voting record in his two terms in Congress and comparable high marks as a state lawmaker.

Unanimous endorsement

Washington has the unanimous endorsement of the executive board of the Chicago AFL-CIO, Kirkland pointed out.

The Democrat faces former Republican state legislator Bernard Epton in the Apr. 12 general election. Racial undertones have marred the campaign—Washington is black, Epton, white—drawing national attention to the race in the city that is traditionally a Democratic stronghold.

Kirkland warned that "if the working people of Chicago are divided along racial lines, the only beneficiaries will be the Reaganites," and the losers will be "not only the people of Chicago . . . but also the millions of unemployed . . . the weak and the needy . . . and all Americans who look to their government to promote social and economic justice and equal rights."

He called the mayoral race a chance for the people of Chicago "to cast their votes for a new Administration in Washington" because this election can presage the outcome of the 1984 presidential contest in Illinois.

Auto Workers President Douglas A. Fraser told the rally that the old coalition of workers, blacks and other minorities "is being tested in Chicago by forces trying to tear us apart."

Kirkland said that over the last 50 years "most of the progress made in this country has come from the combined effort of labor, minorities, women, youth and the disadvantaged, working together—usually through the instrumentality of the Democratic Party."

That alliance, he pointed out, was "shaped during the New Deal and renewed in subsequent struggles." He reminded the participants that the date of the election also marks the 43rd anniversary of the death of President Franklin D. Roosevelt.

Kirkland said a massive "march to the polls" giving Washington "a solid victory and a strong mandate" would be a fitting memorial to the late President and a turnabout on the suggestion once made by Reagan that people who don't like the conditions under which they are living should "vote with their feet."

Other labor speakers at the rally included State, County & Municipal Employees Sec.-Treas. William Lucy, William A. Lee, president of the Chicago labor federation, and Robert G. Gibson, president of the Illinois AFL-CIO.

Degree pays off

A college bachelor's degree can boost lifetime earnings by 40 percent, but the extra salary for men is double that for women, the Census Bureau reported.

Lifetime earnings for male college graduates should range from $1.2 million to $2.75 million, while earnings of high school graduates would be $860,000 to $1.87 million.

Female college graduates should expect lifetime earnings from $520,000 to $1.12 million, compared to $380,000 to $800,000 in lifetime earnings for female high school graduates.

The figures, based on population survey data gathered in 1979-1981, are for wages earned between ages 18-64 and are in 1981 dollars. The agency cautioned the earnings figures do not account for significant differences in the amount and continuity of previous work experience between men and women.

Union warns import scheme threatens basic steel industry

Continued from Page 1

many as 2,000 additional USWA members who are already working shorter weeks.

Congress and the American people need to know that "this could lead directly toward the creation of a 'steel OPEC' situation in which the United States could conceivably become dependent upon offshore steel production by the end of this decade," McBride also pointed out.

"If the United States is going to be dependent upon the melt shops of Europe, Japan or Third World countries for much of its semifinished steel, then it becomes apparent that at any given point a nation which was once known as the leading industrial society in the world will have become a dependent nation, easily victimized in the volatile emergencies that are a part of our time."

U.S. Steel officials, acknowledging the talks with British Steel, said that no conclusions had been reached. The American firm has led the domestic industry in seeking administrative and legislative action for protection from steel imports—particularly from government-subsidized producers such as British Steel, which is one of the more heavily subsidized foreign producers.

McBride clashed with J. Bruce Johnston, senior vice president of employee relations for U.S. Steel, over the latter's contention that McBride had been informed of the talks with British Steel last November. Johnston served as the company's chief negotiator in the contract talks with the union.

Import threat

McBride said that Johnston had advised him then that if the parties failed to hammer out a new contract there was a strong likelihood that the firm would keep its plants open in the event of a strike and rely on the importation of steel slabs as a part of that decision.

"These comments were made in the context of failing to reach an agreement," McBride stressed.

After the renewal of contract talks in February, McBride said, there was no further mention of the company's possible course of action, specifically involving discussions with British Steel Corp.

"The union would have every right to expect that imported steel would not be used after a settlement was reached," he pointed out. It stands to reason, McBride said, that had the union's negotiators been advised of the British steel plan and its viability regardless of the outcome of a contract agreement, "then their approach toward negotiations would have been in an entirely different light.

"This whole experience should be examined in that context," McBride said.

Publishing jobs tied to key clause in Copyright Act

Hundreds of thousands of American printing and publishing jobs would be lost if the manufacturing clause of the Copyright Act is allowed to expire in July 1986, union witnesses warned the International Trade Commission.

The ITC, at the request of the House Ways & Means Committee, is investigating the economic effects termination of the clause would have on employment, imports and exports and long-term conditions of industry competitiveness. It is expected to report its findings by July 1.

The manufacturing clause was extended last July for four years when Congress overrode President Reagan's veto. It requires that nondramatic literary works written in English by U.S. residents be printed and bound in the United States or Canada to be assured full copyright protection.

More than expected

AFL-CIO Economist Elizabeth Jager told the commission that termination of the clause would "result in the loss of hundreds of thousands of job opportunities"—many more than the Labor Dept.'s estimate of 170,000 to 367,000.

She pointed out that shutdown of a production facility has a multiplier effect on an entire community, stressing that job losses are not restricted to the direct or indirect opportunities in the industry and supporting industries.

She said that absent the copyright law U.S. book and catalogue publishers could abandon domestic production to take advantage of substandard wages, tax breaks, trade barriers and export subsidies abroad.

Vice President William A. Schroeder of the Graphic Arts International Union testified that the opponents of the clause are focusing on book production while ignoring the more than $20 billion in commercial printing done annually in the United States, which could also be lost to overseas production.

Long-term devastation

The long-term effect of terminating the manufacturing clause would result in the "effective elimination of large segments of the U.S. printing and publishing industry," Schroeder warned. He cited directories, catalogs, books, greeting cards, business forms, magazines and periodicals not containing timely material, and miscellaneous publishing as the types of printing that will be "produced in the cheap labor market of Southeast Asia."

He said that women, who make up 40 percent of the graphic arts industry and who hold mainly semi-skilled and unskilled bindery jobs, would be the major victims of the shift to overseas production.

Schroeder also cited parallels between the printing industry and the auto, steel, shoe, clothing and electronics industries already battered by stiff foreign competition.

Farm Workers pact ends long strike

Ventura, Calif. — Farm Workers ratified an agreement with West Foods Mushroom Farm to end a 15-month strike and bring substantial wage and benefit increases for UFW members.

UFW President Cesar Chavez said the 20-month contract brings all major mushroom producers in California to the same level of wages and benefits. It also establishes, for the first time, an industrywide contract expiration date. He pointed out that 75 percent of all West Coast mushroom workers are union members.

Chavez praised the "tremendous solidarity" of the workers during the strike which began Nov. 19, 1981, when all 325 of the workers walked off the job.

The new contract with West Foods, a subsidiary of Castle & Cooke Foods, Inc., provides for an immediate wage increase to $5.85 an hour, up from the pre-strike rate of $4.21. An additional 35-cent-an-hour raise will be paid next November. Dental and vision care coverage were added. Piece rates went to 38.75 cents per three-pound box picked, up from 31.5 cents. The contract, which was ratified by a vote of 178 to 0, expires Nov. 8, 1984.

Federal aid cuts create crisis for city schools

Most of the nation's large school districts are financially worse off now than five years ago and will be even poorer by 1988, a survey by the Teachers showed.

The poll of local AFT officials in 35 school systems with a total student enrollment of 4.2 million—10.4 percent of all U.S. public school children — was conducted to determine the impact of the Reagan budget cuts and recession on public education.

Among the larger school systems surveyed were New York, Los Angeles, Chicago, Philadelphia, Miami, Detroit, Baltimore and Louisville, Ky.

Local budgetary problems have been exacerbated by the Administration's unprecedented slashes in federal aid to schools, the AFT said. The poll also found:

- Employee layoffs and program cutbacks were the most prevalent methods of trimming 1981-82 school budgets.
- Nine of 10 local union leaders feel federal aid to education will continue to decline over the next three years.
- More than 80 percent of the leaders said unions need to gain more political power at the state level, work closer with school boards and local elected officials.
- Eight of 10 respondents listed federal budget cuts and declining local tax bases as most responsible for the financial hard times of public education.

Disproportionate cuts

AFT Research Director James Ward noted in reviewing the findings that the federal education cuts fell disproportionately on city school districts that have a larger share of children with special needs, including the disadvantage, the poor, and those with limited knowledge of English.

"The prolonged recession coupled with the economic policies pursued by President Reagan have taken their toll on city budgets resulting in reduced state and local tax revenues and increased state and local expenditures for jobless benefits and welfare programs," Ward observed.

To the question, "How would you characterize the financial situation in your school district today compared to five years ago?" 58.8 percent of the local leaders said it was worse, 23.5 percent better and 17.5 percent, about the same.

Ward noted that among those cities indicating the situation is better are Washington, D.C., Toledo, Ohio, Yonkers, N.Y. and Gary, Ind., which have already weathered severe fiscal crisis.

Asked how they expected the financial situation to be five years from now when compared to today, 66.7 percent said, "worse," 24.2 percent said, "better," and 9.1 percent said it would remain the same.

None of the respondents expected federal aid to education to increase in the next three years and only 12.5 percent felt it would stay the same. Likewise, over 25 percent suspected categorical state aid would decrease and 13.3 percent felt general state assistance to education would drop also.

To cope with slashed federal aid and declining local tax bases, the survey showed that school systems are increasingly using wage freezes, layoffs and program cuts to balance their budgets. Sixty-nine percent of the respondents felt compensatory education for the disadvantaged (Title I) was the most adversely affected program, while 25 percent cited cuts in early childhood education and desegregation programs and termination of school security personnel.

Forming alliances

The AFT has taken steps on both the national and local levels to form an alliance with the other organizations to focus concerns on the crisis in education. It is working with the Committee for Economic Development, a nonpartisan group representing the leadership of 200 major corportions, to examine declines in math and science education.

Economic index continues up, but weak spots cloud outlook

The government's barometer of future trends in the economy rose for the sixth month in a row, indicating a pickup in economic activity, but there were weak spots that clouded the outlook for recovery.

The 1.4-percent climb in the Commerce Dept.'s index of leading economic indicators was much smaller than January's revised 3.5-percent gain, which was the biggest in three decades.

The index is a compilation of 12 separate economic statistics designed to show trends in the overall economy in coming months. Seven of the 10 indicators available for February contributed to the over-the-month increase. The strongest was a jump in the nation's money supply.

Workweek decline

The biggest negative factor was a drop in the average workweek back to its length in December, a symptom of stubbornly resurgent unemployment. The nation's jobless rate in February was 10.4 percent.

Also showing worse performances in February were orders for new consumer goods and materials as well as contracts and orders for new plants and equipment.

Showing improvement—and thus contributing to the rise in the index—were prices of sensitive materials, formation of new businesses, first-time claims for jobless benefits, stock prices, business deliveries, building permits for future home construction, and the money supply.

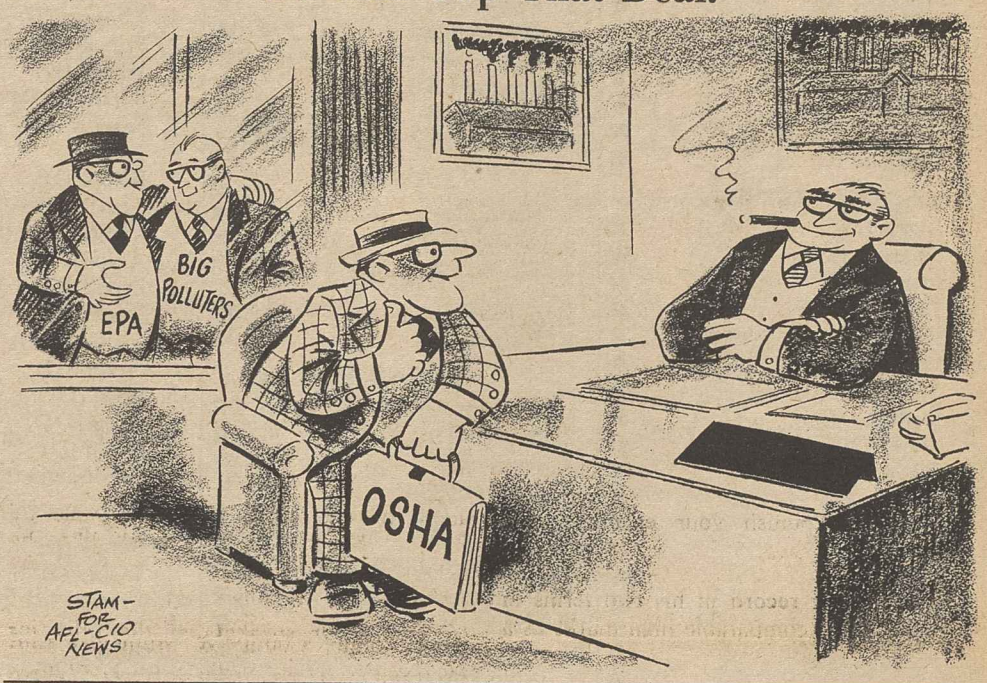
The two indicators not yet available were those measuring changes in business inventories and in borrowing by consumers and companies.

Other reports amounted to a mixed bag:

- The Labor Dept. reported a 22-percent jump in the number of full-time permanent job openings registered with state employment bureaus in January. While an improvement, the 153,000 job openings represented the sixth lowest figure registered.
- Sales of new single-family houses fell 5.9 percent in February following a substantial rise the month before, the Commerce Dept. said. The industry still is plagued by high mortgage interest rates that keep prospective buyers out of the market.
- The Federal Home Loan Bank Board reported that the delinquency rate on home mortgage payments was the highest since the government regulatory agency began collecting such statistics in 1973.
- New construction contracts declined 6 percent in February, mainly because of bad weather, F. W. Dodge Co. said.
- Machine tool orders in February were down 40 percent from a year earlier and only 6.8 percent higher than in January, the National Machine Tool Builders' Association reported.
- The nation's merchandise trade deficit was $3.58 billion in February—up slightly from January's deficit of $3.57 billion, the smallest in six months.

Because of improving sales of exports and shrinking oil imports, the Commerce Dept. revised its 1983 deficit projection to no higher than $60 billion, still a record but less deterioration than feared earlier.

'We Can Top That Deal!'



Elderly assail Reagan slashes in vital assistance programs

Continued from Page 1

two previous Reagan budgets, the analysis observes:

"What we see this year as the Administration's 1984 fiscal year budget is scrutinized is not only new and devastating cuts in services to older persons but also the cumulative impact of three years of budget reductions.

"These reductions have shredded what was once a safety net of social programs."

As an example of what the coalition called the "multiple" effect of the proposed Reagan cuts, the study noted that food stamps would be counted as income in determining rents for subsidized housing residents at the same time that housing subsidies are being reduced.

"As a result, food stamp recipients who also reside in subsidized housing would face both rent increases and food stamp reductions." And, "despite skyrocketing fuel costs," low-income energy assistance would be reduced by 34 percent, the analysis said.

The report also notes that proposals for Medicare, which currently provides health care assistance to about 26-million aged individuals, would force the hospitalized elderly to pay up to $1,180 more out of their own pockets than the current law permits.

Nutrition programs for the elderly are also slated for reductions. Funding for group and home-delivered meals would be cut, and a larger emphasis placed on the use of voluntary contributions to make up the difference. In addition, the food stamp program, which has been subject to sharp cutbacks in each of the last two years, is targeted for further reductions. Housing and community service employment programs for the elderly face cuts as well.

"These examples only begin to outline the impact that the Administration's proposed budget reductions would have on older persons," the analysis observes.

Benefit extension eases hardship of long-term jobless

Continued from Page 1

sions allow those who have exhausted up to 39 weeks of regular and extended benefits to qualify for a maximum of eight to 14 additional weeks of payments, depending on their state's unemployment date.

Jobless workers who had already run through the emergency supplemental benefits before Apr. 1 become eligible for 6 to 10 additional weeks. And those currently receiving supplemental benefits also will be eligible for additional weeks. Those who have not exhausted their benefits by Sept. 30 when the program expires will receive up to 50 percent of their remaining benefits.

The measure also gives states that have borrowed from the federal government for their unemployment trust funds more time to pay the interest on such loans if they take steps to bolster their programs. Currently, states—mostly those hit hardest by unemployment—owe some $12 billion to the federal trust fund.

The new legislation also allows states to deduct money from an individual's jobless benefits to pay for health insurance, if the individual elects such coverage.

It also requires states to deny unemployment benefits to nonprofessional school employees between academic years or terms if they have a "reasonable assurance" of returning to work. Benefits now are denied in such circumstances only for professional school employees.

Cleveland project aids workers facing layoff

Cleveland—The problems of unemployment have become so critical here that several labor, social service and government organizations have begun a project to help workers facing layoffs or job termination to prepare them for the shock of unemployment.

The unemployment rate in the Cleveland area exceeded 12 percent in February. In neighboring Lorain County the jobless rate was 18.2 percent.

A Special Economic Response Team (SERT) recently began visiting the affected plants. Before workers lose their jobs, social workers, Ohio Bureau of Employment Services specialists, consumer advisers, mental health experts and others tell them what survival services are available in their communities.

SERT teams from 20 agencies now are trying to head off some of the more serious family, psychological or financial problems springing from widespread unemployment, Executive Director Michael J. Murphy of the Cleveland AFL-CIO's United Labor Agency said.

The United Way Services is helping the ULA, which designed the program, coordinate many different social agencies.

Recently, five agencies gave presentations and distributed unemployment compensation applications to members of Laborers Local 860 at a small suburban plant that is closing.

"The labor and social workers were applauded after the presentation," Murphy said.

Often, the unemployed are isolated once the plant closes, he said. Many have never been out of work in the past and are totally unfamiliar with the social agencies they have supported for years with their tax money or United Way contributions.

The program makes them aware of the services and their rights and leads them to find training for new jobs, Murphy said.

One of the biggest problems for unemployed workers is to maintain a feeling of self esteem, Murphy said. "And we want to begin in the final weeks while they are all together in the workplace."

Rollcall on economic recovery budget

The House voted 229-196 on Mar. 23 for a budget resolution that would fund programs for economic recovery and help for recession victims.

On labor's scoreboard, right votes (R) were cast by 225 Democrats and 4 Republicans. Voting wrong (W) were 36 Democrats and 160 Republicans.

Numerals show congressional districts. PR — paired right; PW — paired wrong; A — absent and not paired.

ALABAMA
1. Edwards (R) W
2. Dickinson (R) W
3. Nichols (D) W
4. Bevill (D) R
5. Flippo (D) R
6. Erdreich (D) W
7. Shelby (D) W

ALASKA
AL Young (R) W

ARIZONA
1. McCain (R) W
2. Udall (D) R
3. Stump (R) W
4. Rudd (R) W
5. McNulty (D) R

ARKANSAS
1. Alexander (D) R
2. Bethune (R) W
3. Hammerschmidt (R) W
4. Anthony (D) R

CALIFORNIA
1. Bosco (D) R
2. Chappie (R) W
3. Matsui (D) R
4. Fazio (D) R
5. Burton (D) R
6. Boxer (D) R
7. Miller (D) R
8. Dellums (D) R
9. Stark (D) R
10. Edwards (D) R
11. Lantos (D) R
12. Zschau (R) W
13. Mineta (D) R
14. Shumway (R) W
15. Coelho (D) R
16. Panetta (D) R
17. Pashayan (R) W
18. Lehman (D) R
19. Lagomarsino (R) W
20. Thomas (R) W
21. Fiedler (R) W
22. Moorhead (R) W
23. Beilenson (D) R
24. Waxman (D) R
25. Roybal (D) R
26. Berman (D) R
27. Levine (D) R
28. Dixon (D) R
29. Hawkins (D) R
30. Martinez (D) R
31. Dymally (D) R
32. Anderson (D) R
33. Dreier (R) W
34. Torres (D) R
35. Lewis (R) W
36. Brown (D) R
37. McCandless (R) W
38. Patterson (D) R
39. Dannemeyer (R) W
40. Badham (R) W
41. Lowery (R) W
42. Lungren (R) W
43. Packard (R) W
44. Bates (D) R
45. Hunter (R) W

COLORADO
1. Schroeder (D) R
2. Wirth (D) R
3. Kogovsek (D) R
4. Brown (R) W
5. Kramer (R) W
6. Vacancy

CONNECTICUT
1. Kennelly (D) R
2. Gejdenson (D) R
3. Morrison (D) R
4. McKinney (R) W
5. Ratchford (D) R
6. Johnson (R) W

DELAWARE
AL Carper (D) R

FLORIDA
1. Hutto (D) W
2. Fuqua (D) R
3. Bennett (D) W
4. Chappell (D) W
5. McCollum (R) W
6. MacKay (D) R
7. Gibbons (D) R
8. Young (R) W
9. Bilirakis (R) W
10. Ireland (D) W
11. Nelson (D) R
12. Lewis (R) W
13. Mack (R) W
14. Mica (D) R
15. Shaw (R) W
16. Smith (D) R
17. Lehman (D) R
18. Pepper (D) R
19. Fascell (D) R

GEORGIA
1. Thomas (D) W
2. Hatcher (D) W
3. Ray (D) W
4. Levitas (D) W
5. Fowler (D) R
6. Gingrich (R) W
7. McDonald (D) W
8. Rowland (D) W
9. Jenkins (D) R
10. Barnard (D) W

HAWAII
1. Heftel (D) R
2. Akaka (D) R

IDAHO
1. Craig (R) W
2. Hansen (R) W

ILLINOIS
1. Washington (D) PR
2. Savage (D) R
3. Russo (D) W
4. O'Brien (R) W
5. Lipinski (D) R
6. Hyde (R) W
7. Collins (D) R
8. Rostenkowski (D) R
9. Yates (D) R
10. Porter (R) W
11. Annunzio (D) R
12. Crane, Philip (R) W
13. Erlenborn (R) W
14. Corcoran (R) W
15. Madigan (R) W
16. Martin (R) W
17. Evans (D) R
18. Michel (R) W
19. Crane, Dan (R) W
20. Durbin (D) R
21. Price (D) R
22. Simon (D) R

INDIANA
1. Hall (D) R
2. Sharp (D) R
3. Hiler (R) W
4. Coats (R) W
5. Hillis (R) W
6. Burton (R) W
7. Myers (R) W
8. McCloskey (D) R
9. Hamilton (D) R
10. Jacobs (D) R

IOWA
1. Leach (R) W
2. Tauke (R) W
3. Evans (R) W
4. Smith (D) W
5. Harkin (D) R
6. Bedell (D) R

KANSAS
1. Roberts (R) W
2. Slattery (D) R
3. Winn (R) W
4. Glickman (D) R
5. Whittaker (R) R

KENTUCKY
1. Hubbard (D) R
2. Natcher (D) R
3. Mazzoli (D) R
4. Snyder (R) W
5. Rogers (R) W
6. Hopkins (R) W
7. Perkins (D) R

LOUISIANA
1. Livingston (R) W
2. Boggs (D) R
3. Tauzin (D) W
4. Roemer (D) W
5. Huckaby (D) W
6. Moore (R) W
7. Breaux (D) W
8. Long (D) R

MAINE
1. McKernan (R) W
2. Snowe (R) W

MARYLAND
1. Dyson (D) W
2. Long (D) R
3. Mikulski (D) R
4. Holt (R) W
5. Hoyer (D) R
6. Byron (D) W
7. Mitchell (D) R
8. Barnes (D) R

MASSACHUSETTS
1. Conte (R) W
2. Boland (D) R
3. Early (D) R
4. Frank (D) R
5. Shannon (D) R
6. Mavroules (D) R
7. Markey (D) R
8. O'Neill (D) Speaker
9. Moakley (D) R
10. Studds (D) R
11. Donnelly (D) R

MICHIGAN
1. Conyers (D) R
2. Pursell (R) W
3. Wolpe (D) R
4. Siljander (R) W
5. Sawyer (R) W
6. Carr (D) R
7. Kildee (D) R
8. Traxler (D) R
9. Vander Jagt (R) W
10. Albosta (D) R
11. Davis (R) W
12. Bonior (D) R
13. Crockett (D) R
14. Hertel (D) R
15. Ford (D) R
16. Dingell (D) R
17. Levin (D) R
18. Broomfield (R) W

MINNESOTA
1. Penny (D) R
2. Weber (R) W
3. Frenzel (R) W
4. Vento (D) R
5. Sabo (D) R
6. Sikorski (D) R
7. Stangeland (R) W
8. Oberstar (D) R

MISSISSIPPI
1. Whitten (D) R
2. Franklin (R) W
3. Montgomery (D) W
4. Dowdy (D) R
5. Lott (R) W

MISSOURI
1. Clay (D) R
2. Young (D) R
3. Gephardt (D) R
4. Skelton (D) W
5. Wheat (D) R
6. Coleman (R) W
7. Taylor (R) W
8. Emerson (R) W
9. Volkmer (D) R

MONTANA
1. Williams (D) R
2. Marlenee (R) W

NEBRASKA
1. Bereuter (R) W
2. Daub (R) W
3. Smith (R) W

NEVADA
1. Reid (D) R
2. Vucanovich (R) W

NEW HAMPSHIRE
1. D'Amours (D) R
2. Gregg (R) W

NEW JERSEY
1. Florio (D) R
2. Hughes (D) R
3. Howard (D) R
4. Smith (R) W
5. Roukema (R) W
6. Dwyer (D) R
7. Rinaldo (R) R
8. Roe (D) R
9. Torricelli (D) R
10. Rodino (D) R
11. Minish (D) R
12. Courter (R) W
13. Forsythe (R) W
14. Guarini (D) R

NEW MEXICO
1. Lujan (R) W
2. Skeen (R) W
3. Richardson (D) R

NEW YORK
1. Carney (R) W
2. Downey (D) R
3. Mrazek (D) R
4. Lent (R) W
5. McGrath (R) W
6. Addabbo (D) R
7. Ackerman (D) R
8. Scheuer (D) R
9. Ferraro (D) R
10. Schumer (D) R
11. Towns (D) R
12. Owens (D) R
13. Solarz (D) R
14. Molinari (R) W
15. Green (R) R
16. Rangel (D) R
17. Weiss (D) R
18. Garcia (D) R
19. Biaggi (D) R
20. Ottinger (D) R
21. Fish (R) W
22. Gilman (R) W
23. Stratton (D) W
24. Solomon (R) W
25. Boehlert (R) W
26. Martin (R) W
27. Wortley (R) W
28. McHugh (D) R
29. Horton (R) W
30. Conable (R) W
31. Kemp (R) W
32. LaFalce (D) R
33. Nowak (D) R
34. Lundine (D) R

NORTH CAROLINA
1. Jones (D) R
2. Valentine (D) W
3. Whitley (D) W
4. Andrews (D) R
5. Neal (D) PR
6. Britt (D) R
7. Rose (D) R
8. Hefner (D) R
9. Martin (R) W
10. Broyhill (R) W
11. Clarke (D) R

NORTH DAKOTA
AL Dorgan (D) R

OHIO
1. Luken (D) R
2. Gradison (R) W
3. Hall (D) R
4. Oxley (R) W
5. Latta (R) W
6. McEwen (R) W
7. DeWine (R) W
8. Kindness (R) W
9. Kaptur (D) R
10. Miller (R) W
11. Eckart (D) R
12. Kasich (R) W
13. Pease (D) R
14. Seiberling (D) R
15. Wylie (R) W
16. Regula (R) W
17. Williams (R) PW
18. Applegate (D) R
19. Feighan (D) R
20. Oakar (D) R
21. Stokes (D) R

OKLAHOMA
1. Jones (D) R
2. Synar (D) R
3. Watkins (D) R
4. McCurdy (D) R
5. Edwards (R) PW
6. English (D) W

OREGON
1. AuCoin (D) R
2. Smith (R) W
3. Wyden (D) R
4. Weaver (D) R
5. Smith, Denny (R) W

PENNSYLVANIA
1. Foglietta (D) R
2. Gray (D) R
3. Borski (D) R
4. Kolter (D) R
5. Schulze (R) W
6. Yatron (D) A
7. Edgar (D) R
8. Kostmayer (D) R
9. Shuster (R) W
10. McDade (R) W
11. Harrison (D) R
12. Murtha (D) R
13. Coughlin (R) W
14. Coyne, William (D) R
15. Ritter (R) W
16. Walker (R) W
17. Gekas (R) W
18. Walgren (D) R
19. Goodling (R) W
20. Gaydos (D) A
21. Ridge (R) W
22. Murphy (D) R
23. Clinger (R) W

RHODE ISLAND
1. St Germain (D) R
2. Schneider (R) R

SOUTH CAROLINA
1. Hartnett (R) W
2. Spence (R) W
3. Derrick (D) R
4. Campbell (R) W
5. Spratt (D) R
6. Tallon (D) R

SOUTH DAKOTA
AL Daschle (D) R

TENNESSEE
1. Quillen (R) W
2. Duncan (R) W
3. Bouquard (D) R
4. Cooper (D) R
5. Boner (D) R
6. Gore (D) R
7. Sundquist (R) W
8. Jones (D) R
9. Ford (D) R

TEXAS
1. Hall, Sam (D) W
2. Wilson (D) PW
3. Bartlett (R) W
4. Hall, Ralph (D) W
5. Bryant (D) R
6. Gramm (R) W
7. Archer (R) W
8. Fields (R) W
9. Brooks (D) PR
10. Pickle (D) R
11. Leath (D) W
12. Wright (D) R
13. Hightower (D) R
14. Patman (D) R
15. de la Garza (D) R
16. Coleman (D) R
17. Stenholm (D) W
18. Leland (D) R
19. Hance (D) W
20. Gonzalez (D) R
21. Loeffler (R) W
22. Paul (R) W
23. Kazen (D) W
24. Frost (D) R
25. Andrews (D) R
26. Vandergriff (D) W
27. Ortiz (D) R

UTAH
1. Hansen (R) W
2. Marriott (R) W
3. Nielson (R) W

VERMONT
AL Jeffords (R) R

VIRGINIA
1. Bateman (R) W
2. Whitehurst (R) W
3. Bliley (R) W
4. Sisisky (D) R
5. Daniel (D) W
6. Olin (D) R
7. Robinson (R) W
8. Parris (R) W
9. Boucher (D) R
10. Wolf (R) W

WASHINGTON
1. Pritchard (R) W
2. Swift (D) R
3. Bonker (D) R
4. Morrison (R) W
5. Foley (D) R
6. Dicks (D) R
7. Lowry (D) R
8. Chandler (R) W

WEST VIRGINIA
1. Mollohan (D) R
2. Staggers (D) R
3. Wise (D) R
4. Rahall (D) R

WISCONSIN
1. Aspin (D) R
2. Kastenmeier (D) R
3. Gunderson (R) W
4. Zablocki (D) R
5. Moody (D) R
6. Petri (R) W
7. Obey (D) R
8. Roth (R) W
9. Sensenbrenner (R) W

WYOMING
AL Cheney (R) W

EDITORIALS

Labor and Science

IF OUR SOCIETY is to start moving forward again and stop slipping backward, we need political leaders who can see beyond the next election and business leaders who can see beyond next year's earnings report.

We need to set long-term goals and allocate the resources required to meet those goals. When John F. Kennedy committed the nation to landing a man on the moon within a decade, the necessary material and human resources were applied, and the goal was achieved.

By this time, given the groundwork already laid, preparation for the systematic exploration of Mars should be well underway. Instead, because those now in authority see the unbridled marketplace as the sole source of human progress, that great scientific enterprise has been deferred.

Our inability to match resources with needs and goals is felt closer to home.

On the one hand, we see 12 million able and potentially productive workers desperately searching for jobs. On the other, we face the imminent collapse of much of the physical infrastructure that undergirds our national economic life.

Those who accept this waste of human resources because they find it preferable to government infringement on the free movement of the "invisible hand" of the marketplace lack not only compassion but the capability for scientific reasoning.

WHEN I WENT to school, laboratory experiments were not guided by invisible hands. One started out with a hypothesis and proceeded systematically to test it. One did not just mix a lot of chemicals together at random, without a plan, to see how they would interact—at least, not if the instructor was watching.

There is, however, a pseudo-scientific rationale for accepting the massive disengagement of human resources from our national needs. High unemployment, we are told, is the natural and inevitable product of the continuing scientific revolution.

In plainer English, we are becoming a hi-tech economy, and there simply isn't need for steel workers, auto workers, and other relics of the industrial age.

The American labor movement is not Luddite. We accept, indeed, we rejoice in the march of technology, for its promise of material abundance, more leisure, and less physical toil. We also accept the inevitability of structural changes in the composition of the work force—the rise of new occupations and the disappearance of others.

What we do object to is the notion that our political and social institutions should be the passive objects of technological change rather than the conscious masters of the process, and that the workers displaced by the process are disposable human beings.

THE SCIENTIFIC community bears a special responsibility to help devise the rational approaches necessary to keep our society democratic, alive and growing over the long haul. So does the American labor movement.

Between us there is a basis for cooperation. Rational approaches to social problems cannot be developed in isolated laboratories. Scientists need to be connected to the world of work—the factories, the offices, the mines, the rails, the roads, and the skies where our people earn their daily bread. Without such a connection, scientists cannot fully grasp the impact of their own labors on their fellow citizens.

The labor movement needs to be connected to the scientific community, so that we can better understand, and anticipate, what lies ahead in a world that is continuously remaking itself, for better or worse.

In a thousand ways we can see, the horizon is again expanding; the human race stands poised to make another giant step forward.

We may fail and fall back, and that has happened before. The aim of the American labor movement is to make sure that step is taken safely, and on schedule, and that nobody is left back on the far side.

—From an address by AFL-CIO President Lane Kirkland at Columbia University's Conference on Science & Labor, Arden House, Harriman, N.Y., Mar. 18, 1983.

'It's All Right—for You!'

Washington Window

Banks claim large share of corporate tax loophole

By Press Associates, Inc.

As income tax time rolled around again, some things being said and done in Washington rubbed against the raw nerves of many hardworking taxpayers.

A few weeks ago, President Reagan startled his aides and reporters alike with an off-the-cuff proposal to eliminate corporate income tax. He said there "really isn't justification" for this tax on business profits.

Taxpayers received a second jolt from events on Capitol Hill, where first a jobs bill and then social security reform and jobless benefits extension legislation were held hostage to an unrelated tax amendment backed by the banking industry.

Banks and other financial institutions waged a multimillion dollar lobbying blitz aimed at repeal of a 1982 law requiring them to withhold 10 percent of interest and dividend income beginning this July. The law aims at recapturing more than $3 billion lost to the Treasury each year due to tax evasion by affluent recipients of stock dividend and interest income. The banks, of course, prefer to keep that money and earn more money on it.

A study by the Congressional Joint Committee on Taxation showed that the nation's largest banks paid taxes of only 2.7 percent on domestic income in 1981.

Pays zero, gets refund

Six of the 20 banks studied actually collected tax refunds or credits against future liabilities. For example, Bank of America, the nation's second largest bank, had U.S. income of $154 million, but got a refund or tax credit of $18 million.

In urging Congress to reject "the banks' self-serving efforts to repeal withholding," the AFL-CIO noted that banks "pay a smaller percentage of income tax than does a working family of four that earns only $10,000 yearly."

But banks aren't the only corporations that manage to avoid paying their fair share by using complicated but legal loopholes written into the tax code.

The congressional study showed that while banks had the third-lowest tax rate among major industries, they were almost matched by crude oil producers, who paid $31 million on $966 million of domestic income in 1981.

When Reagan raised the idea of doing away with the corporate income tax, he may not have realized how far the tax system has moved in that direction in the past 30 years.

Tax-free profits

The corporate tax rate, 52 percent in 1953, now stands at 46 percent. But tax loopholes gradually have whittled that down to 35 percent for the average business. For the top Fortune 100 companies, it's down to 15 percent. And a few of these giants paid no taxes at all in some recent years.

The corporate share of the total tax burden has been plunging—from 30 percent in 1953 to 12.5 percent in 1980. Since Reagan took office, it has dropped to just over 6 percent despite last year's repeal of some of the tax giveaways to business enacted in 1981.

While corporations will pay more than $35 billion in taxes this year, an array of corporate tax preferences will excuse them from paying about $64 billion.

Thus, a recent Library of Congress study concluded that "the present set of tax rules is not much different from the effects of having no corporate tax at all."

Instead of being wiped off the books, the corporate tax needs to be strengthened. Loopholes should be plugged, especially for favored industries like banking and oil.

Tax breaks should be geared not to tax avoidance by the rich, but rather carefully targeted to help revitalize the industrial base and to bolster the nation's ability to compete internationally.

AFL-CIO news

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Vol. 28, No. 13 SATURDAY, APRIL 2, 1983

LABOR PRESS AFL-CIO/CLC

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
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MEMO FROM COPE

Reagan Budget Budging Not —But It Sure Reveals a Lot

Chances are the Congress once again will spend a good part of the year thrashing around in the Great Budget Bog, before emerging—wet and angry—sometime next fall with a completed product.

What's happened so far is this: President Reagan and his numbers man, David Stockman, sent a budget up to Congress proposing further big gouges out of people-helping social programs and enormous increases in defense spending. It was heralded by the Administration, as usual, as a fairness budget.

House Democrats ignored the President's budget and adopted their own, which filled in some holes Reagan made in social programs, called for some added taxes on those who can comfortably pay more than they're paying, and included a deficit lower than Reagan's. House Republicans didn't even introduce the Reagan-Stockman version.

Budget matters go to the Senate next, where—since it is controlled by the GOP—the Reagan proposals will get more serious consideration, though nobody — including the President — expects his budget to prevail. Then, the House and Senate will battle their way to an eventual compromise.

Thus, the original Reagan budget for fiscal year 1984—it can be said—is budging not. Unlike 1981, he is not able to call all the shots. However, even though what comes out won't be what he put in, Reagan's proposal is worth a close look, mostly as another mountain of evidence that belies his continuing assurances that he and his Administration are knocking themselves out keeping that old "safety net" in place so's it'll protect needy people and working people.

The AFL-CIO Dept. of Economic Research took a look and came up with revealing data on how deep Reagan would cut people-helping programs, if he had his way. Keep in mind, these proposed cuts are on top of deep slashes already made by previous Reagan budgets. (Descriptions are exclusive of any changes in the included categories as a result of separate legislation now before—or recently enacted by—the Congress.) By category:

Unemployment Comp

Proposed cut: $4.1 billion (result of Reagan-proposed 1981 legislation).

Applies to extended benefits program, which normally provides 13 weeks coverage beyond regular period of benefits, and was intended to protect long-term jobless (of which there have been more than at any time in 40 years).

This $4.1 billion comes on top of cuts of same size in 1982 and 1983.

Taxing Health Insurance

Proposed take-away: $2.3 billion.

Reagan seeks to penalize workers with tax as income on everything exceeding $2,100 per family and $840 per individual paid into employee health plan by employer. Reagan claims this would make workers more "cost conscious" (as if clients and not the health profession have boomed medical costs). What it would really do is reduce coverage for preventive care, out-patient diagnostic services and other important health needs—and have little effect on matters over which patients have no control.

Jobs and Training

Proposed cut: $400 million (on top of $2.1 billion in already-enacted slashes).

Series of programs affected which would eliminate nearly 60,000 jobs out of job-creating programs, on top of 340,000 jobs wiped out by 1982-83 budget cuts, jobs mostly for poor and disadvantaged workers.

Among programs at which Reagan takes aim: Federal aid to states for job training; summer youth jobs; special training for workers displaced by plant closings or relocations; Job Corps; employment for older Americans; job counseling and other services for persons under Aid to Families with Dependent Children program; special training for veterans, native Americans and migrant and seasonal farm workers; aid for workers displaced by imports.

Education (I)

Proposed cut: $767,822,000.

Reagan targets for complete elimination 35 programs administered by the Dept. of Education, among them a range of fellowships, library services, student incentive grants, various legal training programs.

Education (II)

Proposed cut: $1.7 billion.

Reagan proposed budget cuts strike hard at key education programs including those for the educationally disadvantaged; vocational and adult education; guaranteed student loans for higher education; various student aid programs; aid to communities whose school systems are impacted by children of federal employees; bilingual education.

Transportation

Proposed cut: $586 million.

Would affect water transportation, rails and mass transit, with aggregate job loss of 18,000.

(Funding from additional five-cent-a-gallon federal gas tax enacted by 1982 lame duck session of Congress is expected to provide $3.2 billion earmarked for highway and bridge construction and repair, and for mass transit. Mass transit gains would be neutralized under Reagan budget through separate proposed cuts.)

Urban Development, Housing

Proposed cut: $33.5 billion.

Major, big-money, programs would be gutted under Reagan budget: Economic Development Administration; urban development action grants; publicly-assisted housing ($27.1 billion right there); rural housing; waste treatment plant construction grants. Job losses as result of such program cuts, cumulative under Reagan budgets 1982-84, would add up to 866,000.

The Needy

Proposed cut: $6.1 billion.

The safety-net-that-isn't-there-anyway would suffer further shredding. Reagan proposals come down hard on programs that in aggregate already have taken $20 billion in cuts. These include Aid to Families with Dependent Children; food stamps; child nutrition; Medicare/Medicaid; services to the elderly; child care; various other social services.

Federal Employees

Proposed cut: $8.1 billion.

Reagan demands freeze on federal employee pay, cuts in civil service retirement benefits and in compensation for government workers or their survivors for job-related injuries, drastic cutback of support for postal service.

* * *

Repeat: The Reagan budget will not be enacted as proposed. What finally will be enacted is anybody's guess—but it will be more generous in spirit and in fact to workers and the needy than the Administration's version.

The Reagan budget didn't lose out when the House recently passed the Democratic alternative. It lost out long before that—on Nov. 2, 1982, when voters took away Reagan's ideological control of the House and shook up his Senate troops. Voters turned Congress away from the Administration's Scrooge routine. Maybe in November 1984 the turn-around will be completed.

Reminder for Reagan

"Our greatest primary task is to put people to work. This is no unsolvable problem if we face it wisely and courageously. It can be accomplished in part by direct recruiting by the government itself, treating the task as we would treat the emergency of war, but at the same time, through this employment, accomplishing greatly needed projects to stimulate and reorganize the use of our natural resources."

—Franklin D. Roosevelt, first inaugural address

Which Party Is Deficit Champ?

Quick . . . which political party do you think of when you hear the word "deficit?"

Be honest. You thought "Democratic Party," didn't you? Haven't the Republicans been telling you right along the Democrats are the party of deficits? They wouldn't fib to us, would they?

Seems they would. The following chart prepared by the U.S. House Committee on the Budget lists the 10 largest deficits (and projected deficits) in our history and the President in office at the time. In order:

Rank	Fiscal Year	Deficit (Billions $)	President
1	1983	207.7	Reagan (R)
2	1985	194.2	Reagan (R)
3	1984	188.8	Reagan (R)
4	1986	147.7	Reagan (R)
5	1982	110.6	Reagan (R)
6	1976	66.4	Ford (R)
7	1980	59.6	Carter (D)
8	1981	57.9	Carter (D)
9	1943*	54.9	Roosevelt (D)
10	1978	48.8	Carter (D)

** World War II year*

If you figure it's not fair to compare deficits in absolute dollars because of big changes in the economy over 50 years, then look at the deficit as a percent of gross national product (with exception of World War II years, when abnormally high percent of GNP was devoted to war effort). Similar result.

Rank	Fiscal Year	Percent of GNP	President
1	1983	6.5	Reagan (R)
2	1984	5.4	Reagan (R)
3	1985	5.1	Reagan (R)
4	1976	4.1	Ford (R)
5	1982	3.7	Reagan (R)
6	1986	3.6	Reagan (R)
7	1975	3.1	Ford (R)
8	1968	3.0	Johnson (D)
9	1959	2.7	Eisenhower (R)
10	1977	2.4	Ford (R)

The deficit champs? Hands down—The Republicans.

It Pays to Leave No Stone Unturned

It turns out an important element in last November's victory for Republican George Deukmejian over Los Angeles Mayor Tom Bradley in the California gubernatorial election was the state GOP's determination to leave no stone unturned.

The turned stone that helped turn the election was absentee ballots. The state GOP spent $350,000 two months before the election to mail packets to 2.6 million households with at least one registered Republican in them. The packets included an absentee ballot application that the voter could fill out and mail back to GOP headquarters in a postage-paid envelope.

More than 100,000 party supporters responded. The party mailed or hand-delivered completed applications to the appropriate election boards which then sent absentee ballots to applicants.

In the balloting done election day at regular polling places, Bradley ran up a statewide edge of nearly 20,000 votes. But Deukmejian won 113,231 more absentee votes than Bradley, wiping out the 20,000 Bradley margin and winning by 93,000. The GOP absentee ballot strategy made the difference.

The irony is that a law enacted by a Democratic-controlled legislature in 1978 made possible the GOP victory in 1982. That law eliminated a requirement that to get an absentee ballot, a voter must submit a letter stating a valid reason why he or she can not appear at the polling place on election day.

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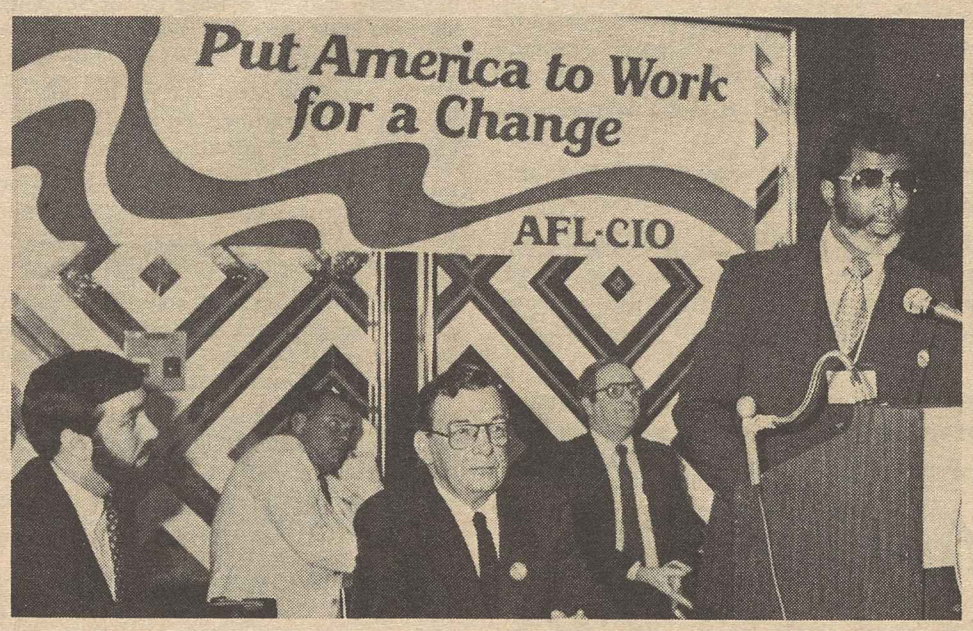
APRIL 9, 1983

LEGISLATIVE ALERT!
PAGE 8

Reagan retreat on rights scored



Regional conference at Myrtle Beach, S.C., focused on AFL-CIO policies. With Federation President Lane Kirkland are President Randall Kiser, left, of the South Carolina AFL-CIO and Vice President David B. Richardson.

Jobs, election issues set regional meeting theme

Myrtle Beach, S.C. — The problems posed for workers and their unions by the Reagan Recession and the chance to turn things around in the 1984 election were central themes at the first regional AFL-CIO conference in this year's series.

Some 300 leaders from seven southeastern states met here for a "rap session" with federation officers and staff on the issues facing labor in the next two years.

"There are critical issues that need to be addressed through national executive and legislative action," Federation President Lane Kirkland said at a news conference.

First priority

"Among them, of course, are the number one issue of providing job opportunities for the people of this country, reversing the steady decline of job opportunities and of our employment base, addressing the serious problem of unfair competition based upon the exploitation of workers at subhuman wages overseas, and the deliberate targeting of this great American market by predatory competitors abroad."

Throughout the three-day meeting, delegates participated in 14 workshops covering a range of issues from social security and political education to legislation, communications, organization, and community rights.

This is the third straight year the AFL-CIO has held the conferences, six more of which are on the 1983 schedule. Kirkland has described their purpose as "designed to produce a free flow of ideas, opinions and evaluations of labor's program" among trade union leaders at all levels.

Trade unionists from six southwestern states—Arizona, Colorado, New Mexico, Texas, Utah, and Wyoming—will convene for the next regional conference in Albuquerque, N.M., Apr. 11-13. From Apr. 13-15, western states labor representatives will meet in Los Angeles. Later in April, similar conferences are scheduled in St. Paul, Minn., and Niagara Falls, N.Y.

The theme of this year's conferences is "Put America to Work for a Change," representing labor's top goal of finding jobs for the millions of workers put out of work by the Reagan Recession.

Plans also are being developed at the conferences for the observance of Solidarity Day III with at least one major union rally in each of the 50 states on Labor Day 1983. The first Solidarity Day, Sept. 19, 1981, brought more than 400,000 people to the nation's capital. Solidarity II focused on the election turnout in 1982.

Continued on Page 5

New federal contract rules weaken affirmative action

By Susan Dunlop

The AFL-CIO sharply criticized the Reagan Administration's decision to go ahead with rule changes that will drastically weaken affirmative action requirements for contractors who do business with the federal government.

Condemning the watered-down rules that the Labor Dept. said it will soon issue for its Office of Federal Contract Compliance Programs, the AFL-CIO called on the Administration "to put aside these proposed changes and vigorously support the present requirements."

The Labor Dept. said the new regulations will be similar to earlier proposals floated in 1981 and again in 1982, but twice put on hold in the wake of criticism from labor, Hispanic, black and women's organizations. Once they are issued, the new rules would have the force of law.

The AFL-CIO statement stressed that the labor movement has been "dismayed" at continuing Reagan Administration attempts "to dismantle social, education and equal employment opportunity programs designed to give minorities, women and the disadvantaged an opportunity to function as full and equal participants in the workplace."

Enforcement support

The AFL-CIO has supported strong enforcement of all equal employment opportunity laws, and in particular the regulations used by OFCCP to prohibit discriminatory practices by government contractors, the statement said.

The proposed new regulations will exempt large numbers of contractors from compliance with affirmative action requirements, sharply reduce requirements on employment of women and minorities, and make it much harder for workers and their unions to file discrimination complaints and sue for back pay as a remedy.

The need for affirmative action programs has not disappeared, and the damage caused by "generations of discrimination" still exists, the AFL-CIO said.

"Equal access to the hiring office, an equal chance to stand in line and an equal chance to fill out job application forms are not enough," the statement emphasized.

The federation called on the Reagan Administration to stop the "backsliding" on 40 years of progress—under both Democratic and Republican administrations—in programs meant to stop discrimination by contractors paid with federal funds.

In spite of the strong protests against the two earlier proposals for rule changes, the Labor Dept. said its latest proposal, due out in May, will have only "technical" differences.

A copy of the regulations obtained by the New York Times indicates that the new rules will no longer allow the government to seek back pay for classes of people that have suffered from discrimination.

Continued on Page 4

Jobless toll points up lag in recovery

By James M. Shevis

Government statistics showing unemployment little changed at 10.3 percent in March offer ample evidence that the modest economic recovery is not helping the massive number of jobless Americans, the AFL-CIO declared in calling on Congress for more aid to put the nation back to work.

"Congress must give first priority to broader jobs and public assistance programs to follow the first-step recovery legislation already passed," the federation said. A $4.65-billion emergency appropriation to fund some 400,000 year-long public service and construction jobs cleared Congress last month. A second-phase jobs bill is under consideration.

The Bureau of Labor Statistics report on March unemployment showed 11,381,000 people looking for work but unable to find jobs. This was a decline of 109,000 since February. The total civilian employment in March rose to 99,103,000, up by 40,000.

Continued on Page 6

Agrees not to solicit

Union-buster takes down shingle

By David L. Perlman

From now on, union-busting companies will have to seek out the services of management consultant Rayford T. Blankenship. He's promised, in a consent order settling a suit brought by Local 87 of the Laborers, to stop hustling business as a specialist in getting unions decertified.

There's a good-sized file on Blankenship in the AFL-CIO Dept. of Organization & Field Services. It includes NLRB documents dealing with illegal interrogation of workers, firings of union supporters and a host of unfair labor practice charges. His base has been Indiana and employers have hired him in campaigns involving the Steelworkers, Auto Workers, Clothing & Textile Workers, Teamsters, Food & Commercial Workers, Plumbers & Pipe Fitters, Hotel Employees & Restaurant Employees, State, County & Municipal Employees, Electrical, Radio & Machine Workers, Service Employees.

In the case involving Local 87, Mark Twain Marine Industries at West Frankfurt, Ill., hired Blankenship three months before the expiration of a contract. His assignment, the suit charged, was to foster anti-union sentiment and break off the collective bargaining relationship.

Company pays twice

The union blames Blankenship for the strike that resulted. And the company ended up paying $200,000 in back pay stemming from its unfair labor practices.

In the end, the union and company patched up a bargaining relationship, as management and Blankenship had a falling out involving charges and countercharges that helped form the basis for the Local 87 lawsuit.

Blankenship said the company hired him to "unseat and decertify" Local 87 and still owed him money for his services as a "labor relations expert."

The company said Blankenship had falsely claimed to be a lawyer and it had already paid him $18,000 for alleged "legal services."

The consent decree directs that Blankenship "shall not induce any employer to violate or repudiate its collective bargaining agreement with a labor organization representing ts employees."

It said Blankenship may accept employment "if so offered" in a legally instituted decertification election but "shall not solicit such employment." He is barred from soliciting work as a consultant in decertification proceedings.

And he can no longer hold himself out to be a lawyer.

The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

4/9/83

Harley cycle workers hail higher tariffs

The Allied Industrial Workers and the Machinists welcomed President Reagan's order levying higher tariffs on large imported motorcycles in a move to grant temporary relief to America's only remaining motorcycle manufacturer, Harley-Davidson Motor Co.

The action followed the recommendations of the International Trade Commission made in January after the ITC found Harley-Davidson had been severely injured by imports from four Japanese companies—Honda, Kawasaki, Suzuki and Yamaha. In 1982, Japan accounted for 80 percent of the 170,000 imported heavyweight motorcycle units.

Five-year plan

The order will raise the tariff rate on motorcycles with engine displacements above 700 cubic centimeters from the present 4.4 percent to 49.4 percent for the first year. The rate will return to the 4.4 percent level after five years. The rate will be 39.4 percent in the second year, 24.4 percent in the third, 19.4 percent in the fourth and 14.4 percent in the fifth year.

A concentrated effort by the AIW and the IAM helped precipitate the tariff order. AIW Milwaukee Local 209 President Jerry Knackert described the effort at a press conference Apr. 1: "We wrote letters, we submitted testimony to the ITC and we actively went out and helped with petitions which were submitted to the White House. The 2½-foot-high stack of petitions contained more than 54,000 names."

The tariff order was made under the "escape clause" of the international General Agreement on Tariffs & Trade, which permits tariff help for industries severely hurt by import penetration. Harley-Davidson had warned the ITC that without such relief it might have to shut down. Nearly 40 percent of the workforce has been laid off in recent years. The AIW said its membership dropped from 2,000 to just 500 at the company's Milwaukee engine plant. Similar layoffs have occurred in plants at York, Pa., Tomahawk, Wis., and Hayward, Calif.

Foreign components

The tariff action does not affect the largest single market for motorcycles, recreational vehicles under 400 cubic centimeters, and does not apply to the U.S. plants of Honda of Ohio and Kawasaki of Nebraska where imported engines and power trains are used in the production of motorcycles.

The order permits West Germany to ship 5,000 heavyweight motorcycles to the United States the first year at regular duties. The import limit will increase to 6,000, 7,000, 8,500 and 10,000 in the four subsequent years.

The first 4,000 Triumph motorcycles from Britain and Ducatis from Italy are exempted from the additional duties, while the first 6,000 units from Japan are also exempt the first year. Those limits will escalate by 1,000 units yearly for five years.

Maritime Trades back cargo quota measure

The AFL-CIO Maritime Trades Dept. has endorsed a bill that could create thousands of jobs in the industry by requiring that a percentage of all U.S. exports and imports be carried in American-built, American-flag ships.

MTD President Frank Drozak, president of the Seafarers, said the measure recently introduced in the House will help develop an American-flag bulk shipping capability as well as a "badly needed transportation asset" to the national defense.

The MTD said the bill, known as the Competitive Shipbuilding & Shipping Act, would require that 5 percent of all waterborne bulk cargoes in U.S. foreign trade be carried on U.S.-flag ships, beginning in 1984. This percentage would go up by 1 percent a year until a minimum of 20 percent of all U.S. bulk tonnage is shipped on American-built, American-flag fleets by 1999.

Health care for jobless

St. Paul, Minn.—Long-term jobless workers and their families will receive free medical care under a 12-week demonstration project arranged by the Minnesota AFL-CIO with the SHARE Health Plan, a local unionized health maintenance organization.

Beginning Apr. 14, SHARE's St. Paul clinic will be open three hours each Thursday evening to provide treatment to workers unemployed at least six months who are ineligible for welfare and are not covered by group health insurance, State AFL-CIO President David Roe said.

He noted that many workers who lose their jobs or are laid off for extended periods, cannot afford the premiums for group health insurance and the cost of individual plans is almost always prohibitive.

Dr. Larry Kaplan, project director for SHARE, said the volunteer services of doctors, nurse practitioners, registered nurses, licensed practical nurses, laboratory technicians and clerical staff are valued at $2,000 per session, and SHARE will cover the estimated $150 in clinic expenses per session.

Treatment will not cover X-rays or medications unless SHARE is able to obtain grants to cover those costs, Roe said.

He pointed out that many of the 95,000 jobless in the nine-county metropolitan area have lost basic health care insurance. The state federation has set up a phone bank to schedule appointments. Senior citizens, nurses, employed and unemployed union members have volunteered to help.

Tobey Lappako, the state labor federation's consumer affairs director, said a statewide health project for unemployed workers is being explored.

Media panel faults Forbes for unfair dig at AFL-CIO

The National News Council upheld an AFL-CIO complaint and said Forbes magazine was wrong in a story about federation finances.

The business news publication also denied the AFL-CIO "a minimal act of fairness" when it refused to set the record straight by publishing a correction or a letter to the editor.

The finding was a response to a complaint filed by AFL-CIO Information Director Murray Seeger last December after the editors of Forbes magazine ignored his rebuttal. The National News Council is an independent body of media and public representatives that considers complaints of inaccurate or unfair news coverage.

The AFL-CIO's protest was based on an article that suggested unions didn't like Labor Sec. Raymond Donovan because he cut off federal grants to unions for job training or for studies.

"Donovan aides say privately that the AFL-CIO has had to raise its annual membership tax $15 million a year to make up for lost government cash," the most offensive of the assertions read.

Anonymous accusation

Seeger told the council that the magazine's editors "printed this accusation from an anonymous spokesman without asking the AFL-CIO for confirmation," the magazine had not even acknowledged two letters from the AFL-CIO seeking a correction, and a follow-up telephone call had brought no results.

The letter the magazine ignored noted that the dues increase (which was actually less than the figure quoted) had been adopted in open convention for purposes that were discussed on the convention floor and reported at the time in the news media. These included funding for the new Labor Institute of Public Affairs, reaffiliation of the AFL-CIO with the International Confederation of Free Trade Unions and establishment of the George Meany Library and Archives, among others.

No federal funds

"The dues increase did not replace any government income since the AFL-CIO does not receive any cash from the government," Seeger's letter stressed.

Labor Dept. contracts, primarily to the federation's Human Resources Development Institute involving job training for minority youth and the unemployed, are kept completely separate from other AFL-CIO functions and are subject to federal audit.

Any commingling of funds would be illegal as well as strictly against AFL-CIO policy, the federation stressed.

The National News Council noted confirmation by the Labor Dept. grants to the AFL-CIO or its affiliates are for specific purposes and cannot be used for general overhead or regular union services.

Unfactual

The council concluded that the statement dealing with the cause of the AFL-CIO per capita increase "has no discernible foundation in fact."

It rejected the magazine's claim that the AFL-CIO's protest was mere "hair-splitting." The National News Council report concluded:

"To the federation, there was nothing trivial about the flat assertion that it had put through its dues increase to make up for lost government cash when both practice and law forbade any use of federal funds to finance standard union activities.

Under these circumstances, publication of a letter to the editor by Forbes was in order as a minimal act of fairness."

Ludlum pact follows line of steel pattern

Pittsburgh — Steelworkers local union presidents approved a new agreement with Allegheny Ludlum Steel Corp. that links a temporary wage cut to a company pledge to put the savings into improving its plants.

The new terms, which take effect immediately, call for a wage cut of 50 cents an hour that will be restored in three steps by the October 1986 expiration date.

The company also agreed to put 25 cents an hour starting next year into individual retirement accounts for employees.

The agreement covers 5,400 workers at five Allegheny Ludlum plants in Pennsylvania, Delaware and Connecticut. It replaces a contract that was to expire Aug. 1.

Under the wage provisions, the 50 cent cut will be put back in steps of 18 cents an hour in April 1984, 14 cents in April 1985 and 18 cents in April 1986.

Other provisions of the agreement with Allegheny Ludlum follow the pattern set in contracts signed in February by the Steelworkers and seven other major steel companies.

Bargaining ploy

Allegheny Ludlum was originally part of that round of bargaining, but it dropped out in early February in a move the union said was an attempt to negotiate bigger concessions. The basic industry agreement calls for a cut of $1.25 an hour, to be restored over the life of the contract.

The USWA said it was able to negotiate a smaller wage cut with Allegheny Ludlum because the company, although hurt by an industry-wide depression and competition from imports, reported profits last year while others posted record losses.

In another difference from the basic agreement, no new supplemental unemployment benefits were negotiated with Allegheny Ludlum as they were with the seven other major companies.

The contract also provides an early retirement incentive through a pension supplement of $400 per month for one year or until a worker reaches age 62. Eligible workers must be at least 60 and have a minimum of 30 years of service.

Rules on contracting-out of work were tightened, and the company also agreed to put money saved from the temporary wage cuts into safety and health programs.

Court orders release of data by 'double-breasted' builders

New Orleans—The Fifth U.S. Circuit Court of Appeals ordered 10 New Orleans construction firms to furnish the Carpenters information regarding their possible use of "double-breasted" operations to evade contract obligations to employ only union labor.

A double-breasted operation in the trade refers to a contractor who operates two corporations, one to bid on jobs employing union craftsmen only, the other to compete for jobs using nonunion workers. In a 1980 unfair labor practice charge filed with the National Labor Relations Board, the union's District Council of New Orleans contended that double-breasted operations by the 10 firms, all members of the Associated General Contractors, violated the clause in its collective bargaining agreement recognizing the union as the exclusive representative of each employer's carpenters.

In upholding an NLRB order requiring the 10 AGC members to give the union information regarding their relationship with nonunion companies, two of the three appellate judges who heard the case held that the contractors violated their obligation under the Taft-Hartley Act to bargain in good faith. They said the union's request for answers to 13 questions submitted to the firms during 1980 contract renewal talks was relevant to the negotiations and administration of the collective bargaining agreement.

Judge Thomas M. Reavley said "the type of information sought by the union would assist it in confirming its suspicions and thereby allow it to make an informed choice whether to pursue legal means by which it could hold the nonunion companies to the terms of the collective bargaining agreements involved."

Prior to the request for information, the union had said it had evidence that at least three of the 10 contractors operated counterpart companies in order to compete for nonunion jobs. When it sent out letters to each firm asking whether any maintained a double-breasted operation, none replied.

Binding precedent

Under Fifth Circuit precedent, the nonunion counterpart of a double-breasted union contractor can be held to the terms of a union contract on the theory that the two companies really constitute a single employer.

The court rejected the contractors' argument that the requested information was irrelevant because the union already knew that two contractors in the New Orleans area — Perrilliet-Rickey and Pratt-Farnsworth — had created nonunion counterparts.

Reavley held that whatever information the union had regarding the two firms could not answer its suspicions about the other employers who had signed union contracts.

Members to vote

Printing trade unions aim for July 1 merger

By Arlee C. Green

The Graphic Arts International Union and the International Printing & Graphic Communications Union will merge July 1 if members of the two AFL-CIO affiliates approve a merger agreement.

The proposed merger has the unanimous approval of the two unions' governing bodies—GAIU's international council and IP&GCU's board of directors. The new union, with a membership of more than 200,000 workers, would be called the Graphic Communications International Union and operate out of GAIU headquarters in Washington.

Ballots on the proposed merger and new constitution will be mailed to members of the two unions Apr. 27 and the votes will be tallied on June 8.

Under the plan approved by the two governing boards, a nine-year transition or 'lock-up' period will facilitate the phased reduction of the merged union's general board from 48 positions on July 1, 1983, to 22 members by 1992. The final mix will include 10 officers and 12 regional members The general board will be the union's policy-making body between conventions. Day-to-day operations will be the responsibility of an executive board of union officers.

On July 1, 1983, if merger is approved, GAIU President Kenneth J. Brown will become president of the merged union and IP&GCU President Sol Fishko president emeritus.

IP&GCU Sec.-Treas. Michael P. McNally will retain that position in the new union, while GAIU Sec.-Treas James J. Norton will become financial/recording secretary. Eugene M. Boerner, GAIU executive vice president, will retain his position until his retirement, expected prior to the election of new officers in the spring of 1984. Boerner's office will be eliminated then and the newly elected officers sworn in June 1, 1984.

The new union's first convention will be in the fall of 1984 in Hollywood, Fla.

Regional meetings

Officers of the two unions have begun a series of regional meetings to detail the merger and new constitution to the members in local unions.

Both unions are themselves the product of mergers. The GAIU was formed from two mergers. The Amalgamated Lithographers of America and the International Photo Engravers Union combined in 1964 into the Lithographers & Photoengravers International Union, which merged in 1972 with the International Brotherhood of Bookbinders to form GAIU.

The IP&GCU was formed from the merger of the International Printing Pressmen & Assistants Union and the Stereotypers & Electrotypers Union in 1973.

A statement from the two unions said the forthcoming merger "will bring to an end 75 years of jurisdictional conflict . . . and permit the two international unions to consolidate their resources and broaden the base of representation, thus enabling the GCIU to better represent its members in this dramatically changing industry."

Congress urged to clamp lid on natural gas cost

Consumers face sharply increased natural gas prices if Congress allows the Reagan Administration to go ahead with deregulation plans, AFL-CIO Legislative Director Ray Denison warned in letters to House members.

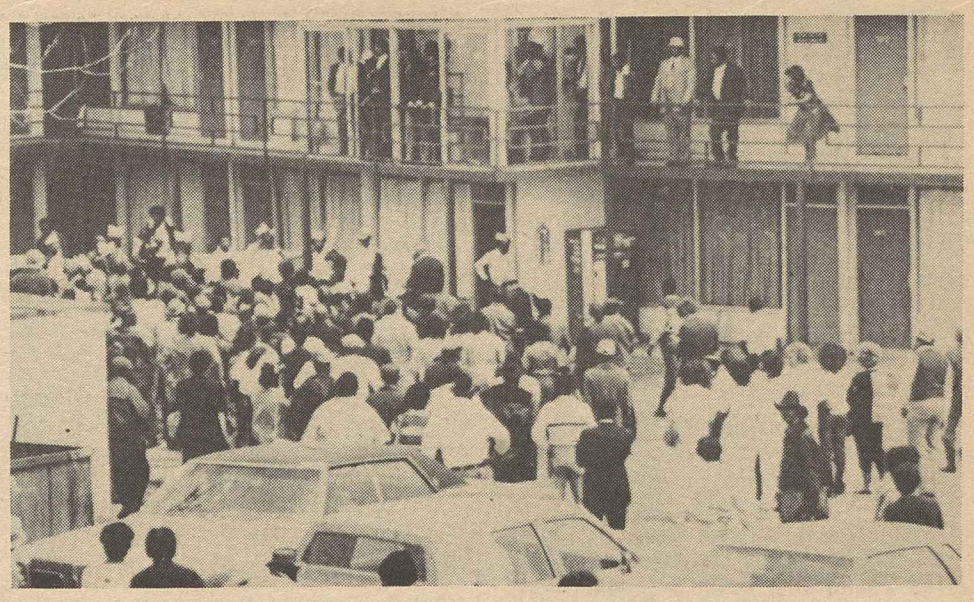
Denison urged support for the Natural Gas Consumer Relief bill introduced by Rep. Richard A. Gephardt (D-Mo.) with numerous co-sponsors.

It would roll back price ceilings to 1982 levels, limit "take-or-pay" contracts that push up the pipeline cost of gas, and extend control on "new" natural gas production to 1987.

The Administration's plan for total deregulation of all natural gas "will result in enormous profits to gas producers and sharply higher gas bills for consumers," Denison charged.

He pointed out also that existing law will also push up gas prices, although not quite as rapidly, because of its phased deregulation timetable.

The answer is a re-establishment of controls for the protection of consumers "in an industry in which there is no vestige of a free market," Denison urged.



King remembrance

Memphis trade unionists joined in the 15th anniversary observance of the death of Dr. Martin Luther King, Jr. on Apr. 4. They marched from the Clayborn Temple Church, where King gave one of his last speeches, to the Lorraine Motel, where he was shot to death while standing on the balcony. Participating unions included the State, County & Municipal Employees, Steelworkers, Rubber Workers, Furniture Workers, Office & Professional Employees and Electrical, Radio & Machine Workers. King was slain during a visit to Memphis to rally striking AFSCME sanitation workers. AFSCME President Gerald McEntee told the crowd that the union "is dedicated to the principles and doctrine of that man who fell 15 years ago today."

APRI board explores issues facing blacks in '84 election

The legitimate role of government in the nation's life and the Reagan Administration's economic policy failures will be central issues in the 1984 elections, pollster Peter Hart told the national board of the A. Philip Randolph Institute.

Hart, public opinion poll-taker for Democratic Party candidates, predicted that the presidential election campaign will focus on five basic themes:

- The electorate's desire for "an end to special interest government" and the Reagan Administration's failure to understand "the difference between the public interest and the interests of corporations."
- The difference between "the rhetoric and the reality of this Administration."
- The difference between the two major parties on the issue of fairness in taxation and social policy.
- The public's desire for fair play for minorities and the poor.
- The capacity of a Democratic candidate to put forward a "realistic and comprehensive agenda" based on "constructive solutions."

Hart said prospects for Democratic electoral success are good for 1984, particularly in light of President Reagan's current 60 percent negative rating in public opinion polls. That rating, Hart noted, is much more negative among black voters.

Decisive role

Eddie Williams, president of the Joint Center for Political Studies, echoed Hart's remarks about black dissatisfaction with the Administration. He stressed that "blacks constitute one of the most important voting blocs in the contemporary political environment" and will play a decisive role in the fate of any Democratic candidate for President.

"Black turnout was unusually high in 1982," Williams noted, and he predicted that this pattern is likely to be repeated in 1984. "Black voter registration is increasing," he said, and "will increase even more as blacks react further to Reaganomics."

In William's view, the black vote will be crucial to the 1984 elections, particularly in the South where, he said, "the 1984 presidential election will be won or lost."

In response to questions about a possible black Democratic Party candidacy, Williams said such a candidacy could "fragment rather than unite black political leaders" and might "intensify racial polarization of the electorate."

The Hart and Williams presentations were part of day-long deliberations by some forty APRI national board members at their annual meeting, held this year in Washington. The board discussed the implications of the Chicago and Philadelphia mayoral races for the coalition of blacks, Hispanics and workers.

Future plans

It also heard a detailed report from APRI President Norman Hill, who analyzed the implications for blacks of labor's economic and political program. Hill outlined the institute's plans for regional and national educational conferences, plans for APRI's commemoration of the 20th anniversary of A. Philip Randolph's March on Washington for Freedom and Jobs, and plans for APRI's role in mobilizing black community support for Solidarity Day III next Labor Day.

Among other participants in the board meeting were APRI Chairman Bayard Rustin; Treasurer Albert Shanker; AFL-CIO Vice Presidents Frederick O'Neal, J. C. Turner and Barbara Hutchinson; Amalgamated Transit Union President John Rowland; Laborers' Vice President Robert Powell; AFL-CIO Civil Rights Director William Pollard and COPE Director John Perkins.

Revenue-sharing extension pressed

Extension of the federal revenue-sharing program is urgently needed to keep states and localities from sinking into insolvency, the AFL-CIO told Congress.

Calling for enactment of a bill to reauthorize the program for another five years, Assistant Director Arnold Cantor of the federation's Dept. of Economic Research told a Senate Finance subcommittee that cities and states face a severe financial crunch because of the Reagan recession, revenue shortfalls, high interest rates, competing tax-exempt financial instruments, inadequate tax structures, and critical spending needs.

"The fiscal problems facing states and localities—in large measure the result of Reagan's unfair economic program—have reached crisis proportions," Cantor said in testimony submitted to the Subcommittee on Economic Growth, Employment & Revenue Sharing, chaired by Sen. John Heinz (R-Pa.).

Funding need

This fiscal distress at both the state and local levels "demonstrates the urgent need for the limited fiscal assistance provided by the federal revenue sharing programs," Cantor said.

The revenue-sharing program is scheduled to expire on Sept. 30. The measure favored by the AFL-CIO as the most consistent with its own approach to the issue is Heinz's proposed State & Local Assistance Act, which would extend the program five years, increase funding, and make states again eligible for revenue-sharing. States were made ineligible in 1980.

Cantor said that the financial difficulties plaguing states and localities have been exacerbated by the recession, which has put millions of workers out of jobs since it began in July 1981. High unemployment translates into lost revenue as sales, profits, incomes, and property values are lower than would otherwise be the case.

Adverse impact

"Thus, both revenues and outlays have been, and will continue to be, adversely affected by the massive addition to the unemployment rolls that this Administration has caused through its misguided and inequitable economic program," he said.

Another squeeze on local budgets has been high interest rates, which have affected the ability of states and areas to meet investment needs, he observed.

In the past two years, yields on high-grade municipal bonds averaged 11.23 and 11.57 percent, respectively, he noted. This compares with a range of 5 to 6.5 percent that prevailed throughout the 1970s. As a result of these inordinately high rates, he said, municipalities in 1981 paid almost $200 million more in interest for their $33 billion in long-term borrowing than they would have during the 1970s. In addition, a congressional Joint Economic Committee found tha tduring 1981, 59 long-term bond issues—a total of $570 million in borrowing—were canceled or postponed due to high interest rates.

Huge cuts in the federal budget have meant fewer federal grants-in-aid to states and municipalities. In fiscal 1982, the amount totaled $88.2 billion, a drop of more than $6.5 billion from the year before. As a result of the federal cuts, states and localities lost approximately 3 percent of their budgets, Cantor said.

In the past, states often were able to assist localities experiencing fiscal problems. Now the states are in an equally distressed financial condition, Cantor pointed out, and necessary levels of state assistance to localities are not possible or likely.

User fees

To compensate for the large reductions in federal aid, local governments have had to add or increase fees for public services, raise local taxes, and cut programs. In 1981, the JEC study showed, user fees grew faster than any other source of urban revenue and property taxes rose by an average of 10 percent for all cities.

User fees and tax increases have been regressive, adding to the burden of lower and moderate income persons, Cantor observed.

Cantor urged Congress to use the federal revenue sharing program as a framework for extending federal minimum wage and overtime standards to state and local governments.

High court bars crackdown on union officers

An employer can't punish a union officer more severely than a rank-and-file worker for mere participation in an unauthorized work stoppage, the Supreme Court ruled.

Its unanimous decision also made clear that any special obligation imposed on a union officer in connection with a no-strike clause must be clearly spelled out in the contract.

The outcome of the case supported the position taken by the National Labor Relations Board, the 3rd Circuit U.S. Court of Appeals and the AFL-CIO. The federation joined with Local 563 of the International Brotherhood of Electrical Workers in a joint brief to the Supreme Court.

The case that reached the Supreme Court had its origins in a 1977 episode during construction of a nuclear generating plant on Pennsylvania's Three Mile Island. The IBEW members balked at crossing an informational picket line put up by a local of the Operating Engineers.

When the line was withdrawn and they returned to work, the Metropolitan Edison Co. imposed five-to-10-day disciplinary suspensions on all but two IBEW members. The two, who were officers of the local, were given 25-day suspensions and warned of dismissal for any future offense.

Special duty

The company claimed that union officers had a special duty to obey and help enforce the no-strike provision, even though the contract did not spell out specific obligations of union officers. Management also cited two arbitration decisions from previous years.

But the Supreme Court agreed with the NLRB that tougher penalties for union officers amounts to illegal discrimination because of union status. Any interpretation to the contrary must be based on "clear and unmistakable" contract language, the court said, and an arbitration decision based on a previous contract isn't a substitute.

The union brief noted that an employer has legal recourse against a union for violation of a contract, but may not interfere with the freedom of workers to select their own representatives.

It pointed out that an employer ordinarily would have no legitimate means of influencing the actions of a union officer who is a full-time official of the union or is employed by another company. It is up to the union and its members, not to management, to judge a union officer's obligation to enforce the contract, the brief stressed.

The trade union position was also upheld in a 6-3 Supreme Court decision rejecting an attempt to use the state courts to pursue a case that comes within NLRB jurisdiction.

An equipment supervisor who had been fired by the Georgia Power Co. after one week on the job brought a damage suit in state court against a local of the Operating Engineers and other defendants.

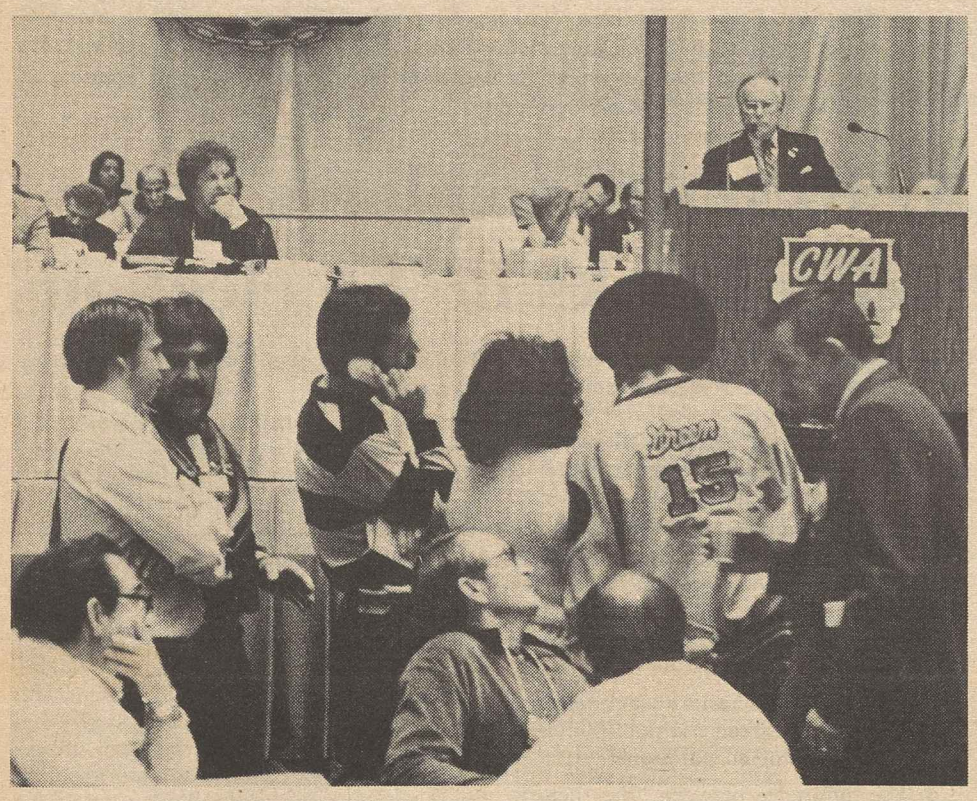
He claimed that the union had "coerced" the company into firing him because four years previously he had dropped his membership and gone to work for a non-union company.

No coercion

Earlier, he had made the same allegation in an unfair labor practice charge to the NLRB. But the NLRB regional director, after investigating the charge, found "no evidence" of the claimed coercion by the union and refused to issue a complaint.

Justice Byron R. White, writing for the Supreme Court majority, noted that the cause of action brought in state court was "identical" to the charge made under the National Labor Relations Act, which the NLRB rejected on the ground that "the union was not at fault."

Justice William H. Rehnquist, in dissent, said that the question was "a close one" but there were enough factors not bearing directly on federal labor law to justify consideration in state courts.



Communications Workers President Glenn E. Watts leads 1,750 special convention delegates in discussion of long-term job security goals.

CWA convention explores future goals on job security

Philadelphia—A special convention of the Communications Workers adopted a series of long-term strategies focusing on job security through retraining and worker mobility.

Some 1,750 delegates took part in CWA's Committee on the Future convention, which was a year and a half in the planning.

CWA President Glenn E. Watts said the two-day convention made clear "that the challenge to CWA over the coming decade is, above all, to provide for our present and future members with employment security." What is called for, he added, is "nothing less than the renewal of our union."

The committee's 234-page report declared that "the key to employment security is through training and retraining, so that we can ride the crest of the wave of technological change. To do this, we must be able to gain access to the funds of employers and government, for we cannot do the job alone."

New initiatives

The committee called for new initiatives in bargaining, political action, joint consultation and public relations.

The convention adopted 12 resolutions, many of which would move the union toward a more aggressive bargaining and organizing position.

Delegates approved the creation of "strategy centers," which would attempt to link bargaining, organizing, political action, education and other activities.

For example, one strategy center is designed to cover the new American Telephone & Telegraph Co. and other corporations in the information industry. An estimated 240,000 workers would be affected. Another would cover the 306,000 CWA members in the emerging Bell operating companies.

Still another strategy center would cover the union's growing public worker constituency, currently numbering 60,000. Delegates created the post of public national director, with a seat on the CWA executive board.

Strategic planning

The convention proposed the establishment of a strategic planning and budget committee that would coordinate union strategy, administration and finances.

The resolution on bargaining strategy would move CWA toward initiatives in training and retraining, career redevelopment, job design and joint problem-solving with management.

A new bargaining goal would provide retraining for members already adversely affected by restructuring of the industry and new technology as well as those seeking a job change. "To be mobile is the key to employment security in the information industry, and that means being versatile," the committee report said.

The convention also called for closer cooperation with management to reduce the heavy grievance load. "The grievance load is getting far too costly for both sides in both time and money," the report noted.

New federal contract rules denounced as rights retreat

Continued from Page 1

Back pay remedies would be sought only for "identifiable victims" of discrimination.

The new proposals would also bar the OFCCP from investigating any discriminatory practice that occurred more than two years before a complaint was initiated. Back pay awards could not exceed two years, instead of the present three-year maximum.

The rules also would drop the current requirement of a "pre-award review of an employer's compliance with equal employment and affirmative action standards before a contract is handed out.

Existing rules require contractors with 50 employees or more and government contracts of $50,000 and up to submit plans showing how they intend to put affirmative action and equal employment policies into practice.

Under the Reagan Administration's new rules, only companies with 100 or more employees and $100,000 or more in federal contracts would have to file plans.

Also under the new rules, employers would be "presumed" to have done the best they could to hire women and minorities if their employment rate in specific jobs is at least 80 percent of their availability in a geographic area. Beyond that point, no contractor would have to explain why minorities and women were being underutilized or to set hiring goals.

Hiring ratios

Current rules require contractors to strive to hire women and minorities at ratios equal to their availability.

The AFL-CIO also expressed concern over the Administration's characterization of hiring goals in its new rules as "targets" only, and over its statement that no contractor will be found to have violated hiring obligations just because those "targets" have not been met.

Current rules also require construction contractors to make a good faith effort to fill at least 6.9 percent of each job class or trade with women. The new rules would apply the 6.9 percent formula to the contractor's total workforce.

The AFL-CIO has asserted that such a change would only foster the continued concentration of women in low-level, low-paying jobs.

The new rules also will make it harder for unions or other organizations or groups of workers who are afraid they will be fired if they file complaints themselves. Current rules allow such class action suits, but the Reagan Administration regulations would allow complaints only if "all known victims" of the alleged discriminatory practice are named.

In its statement, the AFL-CIO stressed that organized labor will continue to work with civil rights, women's and other community groups "to stop the diluting of equal employment opportunity and affirmative action programs."

Jean McKee appointed to mediation agency post

Jean McKee, director of government relations for the General Mills Restaurant Group, has been named to the new position of executive director of the Federal Mediation & Conciliation Service by FMCS Director Kay McMurray.

McKee, 53, worked in President Reagan's 1980 election campaign in Connecticut. Earlier, she was a public affairs consultant and served on the staff of former Sen. Jacob Javits (R-N.Y.).

Struck company cited for violation of state safety law

Indianapolis—The Indiana Desk Co., which padlocked its plant doors and boarded up windows after 172 members of Furniture Workers Local 334-236 went on strike a year ago, was cited for violating state safety and health regulations. Inspectors found 13 exits still padlocked, creating a serious hazard in the event of a plant fire or explosion.

The company was also fined for failing to correct a safety violation found a year earlier, when it was cited for 10 safety infractions—many of them serious, repeat violations, the UFWA said.

A fine of $1,000 for failing to guard an exposed radial saw blade was reduced by $200 for the company's "good faith" intentions.

However, UFWA President Carl Scarbrough questioned the company's intentions, "since the abatement period has been exceeded by 298 days."

Scarbrough said he was more concerned by the company's action to barricade the plant—causing "hazards to both our members and to the strikebreakers now inside the plant."

The National Labor Relations Board last November found that the company caused the strike by making unreasonable bargaining demands and prolonged it by failing to bargain in good faith, the union said.

The NLRB told the company to recall UFWA members, noting it could be liable for back pay if there was any delay. Only 15 have been called back.

The union said more than 100 UFWA members are still on strike and 135 strikebreakers are working at the plant. The recalled workers reported the safety violations to their union.

Regional 'rap' sessions

Jobs, election issues top conference topics

Continued from Page 1

Special emphasis in this year's COPE workshops is being reserved for AFL-CIO assistance in the selection of labor delegates to the 1984 Democratic Party convention.

At Myrtle Beach, COPE leaders provided trade unionists details on the rules of the delegate selection process. In addition, a demographics survey of delegates to the Myrtle Beach meeting was conducted to obtain a profile of labor candidates who might be selected to attend the party convention.

At his news conference on Apr. 5, Kirkland said, "There is strong support for the proposition that we ought to enter the primaries in a united way." He said the participants here expressed to him "a strong concurrence in the desirability that we should play an effective role in the primary campaign."

December meeting

The federation's General Board, made up of representatives of affiliated unions and trade and industrial departments, is scheduled to meet in December in Washington to decide whether to make a pre-primary endorsement of a presidential candidate.

Kirkland left little doubt that he feels the country needs a change in leadership at the top, and he had a sympathetic audience here. Some of the highest unemployment in the country is in the South.

"Unemployment levels are in excess of the national average (10.3 percent in March)," Kirkland said. "Certain basic industries are particularly afflicted that are located here. And people here share the problems that working people face nationally—unemployment, the consequences of cutbacks in social programs, and the continuing erosion of our national industrial base. These are problems that are urgent and ought to be addressed by national leadership. And they will be at issue in the coming elections."

Problems neglected

As matters now stand, he said, these problems are not being addressed by an Administration more interested in helping the rich than the poor.

"In fact, the programs and positions of the current Administration have contributed to the problems rather than their solution," he charged.

"We have had for the past couple of years a deliberate policy of dismantling the role of the national government in our lives, and the reducing of that role to, in effect, the raising of armies and the creation of a comfortable climate for big business.

"That's not an adequate response by the government to the issues that we face."

Communications workshop

Regional conference participants in Myrtle Beach, S.C., view a videotape of labor highlights of the past year at a workshop on communications. It was one of 14 workshops covering a wide range of issues, including social security, civil rights, and political education. The three-day meeting drew 300 union representatives from seven southeastern states.

Union pension investments boost job-creating projects

Job-creating investments totalling more than $800 million have been made recently by trustees of union pension funds, President Robert A. Georgine of the AFL-CIO Building & Construction Trades Dept. reported.

Georgine announced a new series of pension investment "expositions" along with the results of a survey of trustees who had attended previous expositions.

He said the survey revealed that over a third of the funds whose trustees attended past expositions had made new commitments for job-creating projects in 1982.

"In rough figures, this works out to more than $800 mllion in job-creating investments," Georgine said.

Many of the pension funds have earmarked between 10 and 25 percent of their new assets for job-creating investments this year. Georgine noted that this would mean millions of dollars more of investments, since the combined assets of the various pension funds exceed $60 billion.

"We think it is clear that we have achieved a major breakthrough in job-creating investment activity by Building & Construction Trades Dept. affiliated plans," Georgine observed.

He said that virtually all the trustees contacted in the survey indicated the expositions had encouraged them to expand or undertake job-creating investment activities.

The expositions began in 1980 under BCTD auspices with the goal of acquainting labor and management pension trustees and their legal and financial advisers with the opportunities and responsibilities under the Employees Retirement Income Security Act (ERISA).

In 1982, four expositions were held in which the emphasis was on sound investments that could produce jobs for the unemployed building and construction trades members. The fund trustees met with representatives of banks, insurance companies, brokerage firms, trusts and other financial groups.

This year's series of expositions begins June 6 and 7 in Hollywood, Fla.

Government Employees hit threat to Civil Service system

The Government Employees vowed to fight Reagan Administration proposals for changes in work rules that the union charged amount to an attempt to replace the Civil Service system with political patronage.

AFGE President Kenneth T. Blaylock said the union will battle the Administration's attack on the career merit system before Congress, the courts and the public.

"OPM Director Donald J. Devine is attempting to destroy the Civil Service system through the implementation of these proposed regulations that, in effect, politicize every function in every agency of government," Blaylock said.

"The issue here is not performance as Dr. Devine would like us to believe. The issue is whether the director of OPM (Office of Personnel Management) can repeal or implement portions of the Civil Service Reform Act solely for political purposes."

Five areas

The proposed regulations, announced Mar. 29, cover five major areas of worker relations: promotions, performance appraisals, step increases, reductions in force (RIFs), and collective bargaining.

The OPM changes would do away with automatic in-grade increases for an estimated 1.4 million white-collar, mid- and low-level federal workers. They would also reduce the number of federal employees eligible for overtime pay.

The Administration also said it would issue a "clarification of management rights," which in effect would give OPM the power to define what is an "appropriate" bargaining issue for federal employee unions.

Details of the proposed changes were published in the Mar. 30 Federal Register as proposed rules. Interested parties have 60 days to comment on the proposals. The changes are almost identical to those Devine proposed last January in an internal memo that leaked to the press. The changes drew immediate criticism at the time from employee unions and several members of Congress.

On the proposed change to eliminate automatic step increases, Blaylock charged that OPM is trying to change the existing pay principles, which ensure that all workers are treated fairly, and replace them with a manipulative system that would force employees to conform to OPM's "political ideology to get ahead."

As for proposed RIF changes, OPM is not only "attempting to base RIFs on the totally subjective performance appraisal system but will gut the Veterans Preference Act in the process," Blaylock pointed out.

"Workers who do not share the Administration's political ideology would be the first to go out the door with no regard for seniority," he said. "Political tenure would be the rule."

ILG opens drive to set limit on garment imports

New York—A national campaign to save jobs by curbing the number of imported garments sold in the United States has been kicked off by the Ladies' Garment Workers.

The campaign includes grassroots lobbying of members of Congress, followed by a national teleconference on Apr. 23 linking President Sol C. Chaikin and other union officials at the ILGWU headquarters with union members, journalists and community leaders in 25 cities across the country.

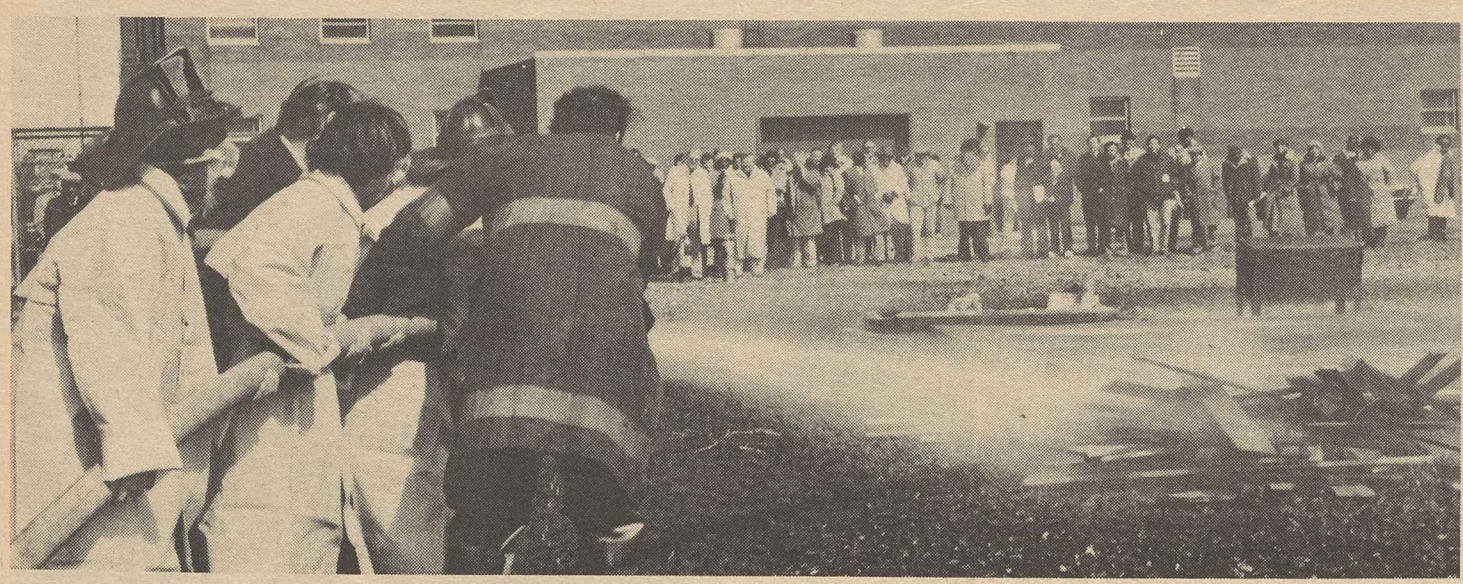
The union also will hold a legislative conference May 4-6 in Washington to step up the lobbying process. In announcing the effort, the ILGWU said its goal is a congressional resolution calling on President Reagan to use his trade negotiations power to roll back the number of garment imports to a maximum of 25 percent of the U.S. market.

Currently, the ILGWU said, imports account for about 41 percent of the market, or two of every five garments, up from one of every 20 garments just 25 years ago.

Imports are the major factor behind rising unemployment in the garment industry, the union said. It pointed out that in 1982 when the rate of unemployment was 9.5 percent nationally, it was 15.5 percent in the apparel industry.

Strategy session

Leaders of federal employee unions outlined plans to fight Reagan Administration proposals to freeze federal pay, extend retirement age, and destroy the Civil Service system at a legislative strategy session in Washington. From the left, Executive Director John F. Leyden of the AFL-CIO Public Employee Dept., PED President Kenneth T. Blaylock, PED Legislative Rep. Steve Pruitt, Legislative Director Jerry Klepner of the National Federation of Federal Employees, and Legislative Director David Gusky of the National Treasury Employees Union.



Triangle fire

The Ladies' Garment Workers combined an observance of the 72nd anniversary of the Triangle Shirtwaist Co. fire with a day-long fire safety course. ILGWU members learned of fire hazards, prevention tips and emergency procedures from New York City Fire Dept. instructors at Randalls Island Training Academy that included a hands-on demonstration on how to put out a fire. At the site of the 1911 fire at Greene Street and Washington Place in New York, union officers recounted the tragedy that took the lives of 146 workers.

Jobless toll points up lag in recovery

Continued from Page 1

BLS also reported that the number of so-called discouraged workers—those who want to work but are not looking for jobs because they believe none is to be found—was 1,764,000 at the end of the first quarter of 1983. Although dropping from the fourth-quarter 1982 total of 1,849,000, the number was more than a half-million higher than a year earlier.

These workers are not counted as unemployed by the government. If they were, along with one-half of those Americans working only part-time because they cannot find full-time work, "true" joblessness would amount to 14.6 percent of the work force with 16.3 million people out of work, the AFL-CIO figures.

Insignificant drop

The drop of one-tenth of 1 percent in the official unemployment rate last month, to 10.3 percent, was insignificant, BLS Commissioner Janet L. Norwood said at a news conference. She said it takes a change of at least a two-tenths of 1 percent to indicate a trend.

Encouraging signs in the March report included a pickup in the number of payroll jobs, particularly in manufacturing, a slight decline in unemployment among adult men, and an increase in the length of the average factory workweek.

But, the AFL-CIO pointed out, these improvements were offset by deterioration in other areas such as the excessively high number of discouraged workers and the continuing high number of new claims for unemployment insurance benefits. Initial claims for jobless benefits totaled 484,000 for the week ended Mar. 19.

Manufacturing up

Norwood said the number of manufacturing jobs has increased by 130,000 since December, with the jobless rate among factory workers dropping to 12.8 percent in March from 14.8 percent in December. Most of the improvement in this sector has occurred in durable goods industries, such as transportation and electrical equipment, fabricated metals and machinery, all of which have been hard hit by the Reagan Recession.

The jobless rate for adult men last month declined to 9.6 percent from 9.9 percent in February. The rate for adult women fell to 8.8 percent from 8.9 percent. For teenagers, the rate rose to 23.5 percent from 22.2 percent. The rate for whites dropped to 9 percent from 9.2 percent while rising to 19.9 percent for blacks, up from 19.7 percent.

Naming of fact-finding board sidetracks L.I. railroad strike

President Reagan blocked a scheduled strike by nine unions seeking an agreement with the Long Island Rail Road with the appointment of an emergency fact-finding board.

After more than one year of frustrating negotiations, the unions planned to strike the nation's largest commuter railroad Apr. 5. Reagan's signing of an Executive Order establishing the review board automatically imposed a 120-day "cooling-off" period. Under terms of railway labor law, the panel must receive the parties' final offers for settlement of the dispute within 30 days of its appointment.

Within the next 30 days, the board must submit its recommendations for settlement to the President. The parties then have another 60 days to study the recommendations as a possible basis for negotiating a new work agreement. No self-help action—a strike by workers or a lockout by management—can be taken during the 120-day period.

Board members

Named to the emergency board were three New York City arbitrators. Frederick R. Livingston, an attorney, was named chairman. Other panelists are Arthur Stark, an economist, and New York University law Prof. Thomas G. S. Christensen.

The dispute dates back to the end of 1981, when the old work agreement expired. Reagan appointed a similar fact-finding panel last November, and the White House said that several of the issues have been settled since. The new panel was requested by the New York Metropolitan Transportation Authority, which owns and operates the LIRR, because of the still-unresolved issues.

The major issue is MTA's insistence that it shall make the final determination on the crew size of conductors and trainmen. The United Transportation Union represents the 622 workers who handle those jobs, and wants the right to establish the makeup of each train crew in the new agreement.

Five settlements

Five unions with members working on the LIRR have settled and ratified new agreements. They are the Railway & Airline Clerks, Signalmen, Boilermakers & Blacksmiths, Firemen & Oilers, and the unaffiliated Teamsters.

The nine unions still seeking a settlement are the UTU, the Supervisors division of BRAC, Machinists, Yardmasters, Sheet Metal Workers, Carmen, International Brotherhood of Electrical Workers, and the unaffiliated Locomotive Engineers and Police Benevolent Association.

In other rail labor developments, New York Gov. Mario Cuomo asked Reagan to take action to end the five-week-old strike by UTU members on the Metro-North commuter railroad. Cuomo wants the President to submit to Congress a proposal to make binding the December recommendations of an emergency review board.

William A. Beebe, general chairman of the striking conductors unit at Metro-North, accused Cuomo and MTA Chairman Richard Ravitch of impeding progress in the negotiations by trying to involve the federal government.

The trainmen went on strike in early March. No further talks have been scheduled.

New Jersey contract

Meanwhile, New Jersey Transit conductors and trainmen ratified a new two-and-a-half-year contract, ending a strike that began on Mar. 1. The UTU group that accepted the pact represents 475 workers. A second group of 125 workers who did not strike rejected the agreement and talks continued.

The contract gives the workers who approved it a 6-percent raise over their current hourly pay of $11.66, retroactive to the beginning of January. On Jan. 1, 1984, they will receive a 5-percent raise, followed by a 6-percent hike on Jan. 1, 1985.

Management also accepted agreement calling for a basic crew size of one conductor and one brakeman. New Jersey Transit will be allowed to eliminate the brakeman position on two-car trains on an attrition basis, but all reductions have to be presented to a labor-management council first.

ITC ruling finds imports injuring specialty steels

The International Trade Commission ruled that the American specialty steel industry has been injured by rising imports. The ITC will later determine the specific relief it should recommend in its report to President Reagan.

The Steelworkers and the specialty steel industry filed for relief nearly 16 months ago under section 301 of the Trade Agreements Act of 1979. Since then, two specialty steel companies have filed for bankruptcy, Bethelem Steel Corp. ended its tool steel operations after 75 years, and Colt Industries closed its crucible mill at Midland, Pa., resulting in the loss of 7,500 jobs.

In finding imports were the "substantial cause" of hardship in the industry, the ITC noted the heavy layoffs. The decision covers stainless steel sheet, strip, plates, bar and rod, and alloy tool steels.

The ruling is expected to give the United States more bargaining power in talks with other steel producing nations, now in the preliminary stage, to develop better international rules for specialty steel trade.

Once Reagan receives the ITC report, due by May 6, he can accept, modify or reject it. If he accepts or modifies it, Congress has 90 days to overrule his decision.

The specialty steel industry is concentrated in Pennsylvania, Ohio, Indiana and Illinois where unemployment has been as high as 50 percent at some plants.

Duty-free products tied to erosion of jobs

The AFL-CIO renewed its call for repeal of the Generalized System of Preferences (GSP), which authorizes the President to allow the duty-free import of some 3,000 products into the United States from developing countries.

"The program has not been working for the purposes and under the conditions Congress established," Research Director Rudy Oswald testified before the Trade Policy Staff Committee. The panel is a lower body, at the assistant secretary level, of the Trade Policy Committee. The full committee is made up of Cabinet-level officers of 15 Executive Branch agencies and departments.

Most of the items on the GSP list should not have been put there in the first place, Oswald said. Producers and workers in the United States must go to great lengths before the Administration decides whether to remove an item from the list because of import sensitivity.

It makes no sense to shift the burden entirely on the public, when the government should have a responsibility to assure its citizens that their jobs and production will not be destroyed by a special arrangement designed to help the poorer countries, Oswald said.

The GSP program, adopted as part of the 1974 Trade Act, will expire next year unless Congress renews it. The program was designed to help countries that could not get foreign exchange to develop their economies to enter the world trading system, and earn more exchange, Oswald noted.

"With imports from developing countries in 1982 at $122.4 billion, or 44.8-percent of total U.S. imports, that objective is not now a problem for most developing countries," he said.

Needed actions

Oswald cited AFL-CIO convention actions calling on Congress and the Administration to at least "remove import-sensitive products from the list, guarantee that only the neediest countries receive the benefits, and exclude Communist economies" from the program.

It is clear, he said, that the Administration is considering none of these options. Import-sensitive products are flooding the country from every part of the world even though the 1974 law says they should not be granted duty-free status. Such products include a wide variety of textiles and apparel, electronic devices, steel, footwear, glass, and other items that may be determined import-sensitive.

"This mandate has been ignored to such an extent that the import of steel for a whole building in Seattle may be entering at zero tariffs under GSP from South Korea, possibly the lowest-cost steel producer in the world," Oswald said.

With ironworkers and steelworkers at jobless levels not seen since Depression days, he said the GSP duty-free list should not still include such items as hangars and other buildings, bridges, telephone equipment and parts, electronic devices, buses, fire engines, aircraft parts, and a wide variety of machinery.

Some highly industrialized countries competent in world trade continue to receive GSP privileges, even though they export billions of dollars worth of products to the United States, he observed. These include Taiwan, South Korea, Mexico, Brazil, and Hong Kong.

The GSP program was designed as a "temporary, unilateral, nonreciprocal system of tariff preferences," Oswald noted. Extending the system after its 10 years of existence to certain countries because they have made some concessions to the United States makes the whole purpose of GSP unrealistic, he added.

EDITORIALS

Learning in Pittsburgh

IT'S NOT SURPRISING that President Reagan met with a cool reception when he carried his message of imminent economic recovery to Pittsburgh.

For nearly two years now, the White House has snatched at each statistical wiggle as proof positive that the promised upturn has begun. Meanwhile, in Pittsburgh and its now-smokeless environs, unemployment has climbed to nearly twice the national average. Hard times have become increasingly desperate times.

In places like Pittsburgh, President Reagan's "get the government off our backs" dogma isn't selling very well these days.

But the President was right to go to Pittsburgh, and it is too bad he couldn't stay longer because it could have been a valuable learning experience.

Some things just take a while to sink in. Last year, when the jobless lines were lengthening so rapidly, the President was saying that conditions weren't really as bad as they seemed because the newspapers were full of "help wanted" ads.

In Pittsburgh, Mr. Reagan apparently got around to reading the help wanted listings, and he recited one of them to make a point. The job was for "System programmer—large-scale IBM, VTAM, TSO/SPF, AFC, CICS, OS/MVS," the President quoted. He noted correctly that "you have to be a specialist to know what the ad is even about."

THE THRUST of the President's remarks was the importance of training, a truism that no one will dispute and certainly not the labor movement.

But the President's visit to a computer training class pointed up the limitations as well as the promise of such programs.

A select group of highly motivated unemployed, including a number with college educations and a background in responsible jobs, are taking part in an intensive, eight-month high-tech computer training program.

Mr. Reagan answered some questions from the trainees and when handed a resume by a student who said he'd been looking for a job for a year and hadn't found one, promised to study it "thoroughly" and follow through personally. "This is the kind of guy who deserves a job," the President said.

At latest report, the President's intervention brought results and with an assist from the Secretary of Labor and the governor of Pennsylvania, a job was found.

That leaves just 11,380,999 to go until full employment is achieved.

If the President had asked some questions of his own, as reporters covering his trip did, he would have found the select students more realistic than he about the limitations of such a program.

"We are a minority that have a chance," said one. "The majority of people are out there still hurting."

Another spoke of the long hours of unfamiliar poring over books and intricate data and his ambition to succeed, but also of the fear that a new flood of foreign imports could make his new skills worthless by the time he graduates.

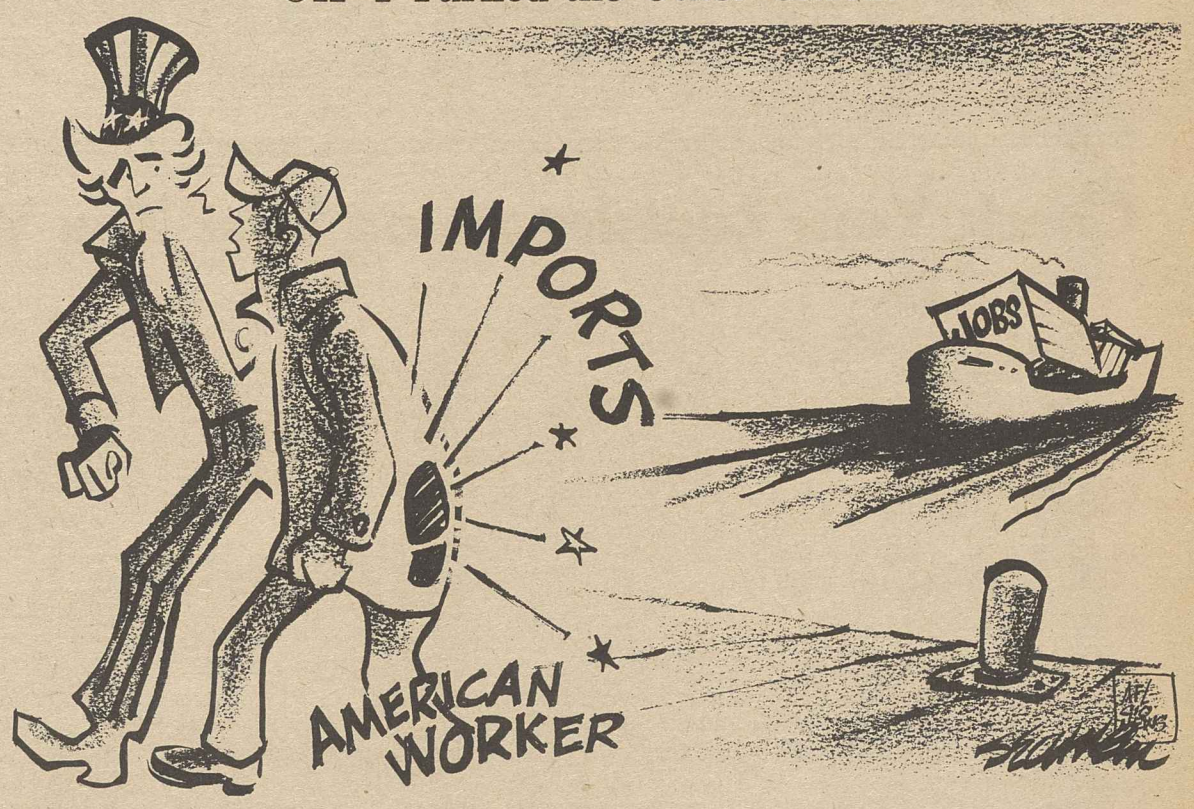
And for those who aren't likely to become computer technicians, "you look at people in the unemployment line, and you look at some of their faces, and there is total despair."

THERE CAN, of course, be hope for the vast millions of unemployed, but it will require a commitment of government resources far greater than the President has given any sign of accepting.

Just the opposite. Even for the programs Mr. Reagan professes to admire, the Administration's budget request for employment and training is $5.4 billion for the new fiscal year, down $400 million from the current year and a full $3.8 billion less than in fiscal 1981. And as for rolling back some of the over-generous tax giveaways in order to fund needed programs, the President had a stern warning: "To those who would consider changing those tax laws, I'm sleeping with a pen under my pillow, ready for a veto."

Some people are just mighty slow learners.

'OK–I Turned the Other Cheek!'



Washington Window

Meager youth jobs plan far cry from FDR's effort

By Press Associates, Inc.

Trying to deal with the consequences of the worst recession since the Great Depression, Congress once again has drawn from the fountain of ideas that sprang from Franklin D. Roosevelt's New Deal.

In March, the House voted 301-87 to establish a program that would put unemployed needy youths to work in the nation's public forest, range and recreation areas, on erosion and flood control projects. The youths also would tackle energy conservation and urban revitalization projects.

Like Roosevelt's Civilian Conservation Corps after which it was patterned, the House bill is an attempt to reduce massive youth unemployment in a way that turns public expenditures into immediate public benefits.

When Roosevelt proposed the CCC 50 years ago, some 3.5 million young men were unemployed. In March 1983, the unemployment rate among those aged 16 to 24 was 18.1 percent, with about 4.4 million youths out of work.

But, while the youth unemployment problem is as great today as it was in 1933, the House plan is paltry compared to Roosevelt's.

New Deal action

On Mar. 31, 1933, Congress enacted the CCC. According to New Deal historians, the CCC was one of Roosevelt's most cherished projects—he had initiated a similar program while he was New York's governor. And he enthusiastically lit fires under the Departments of Labor, Army, Agriculture and Interior, which administered the program.

Consequently, the Labor Dept. drew up a recruitment organization in three days. By June, the Army Dept. had some 1,400 camps in operation and by July, nearly 300,000 unmarried men between 18 and 25 were making $30 a month working on projects organized by the Agriculture and Interior Departments.

The corpsmen planted 200 million trees, dug reservoirs, built bridges, dams and fire towers, fought forest fires, strung 12,000 miles of telephone line and created and improved recreation areas around the nation.

At its peak in 1935, the CCC had over 500,000 young men enrolled. And, before the program ended in 1942, more than 2.5 million youths passed through the CCC.

No concept of reality

In contrast, the House bill plans jobs for only 100,000 youths. But, if the House bill timidly lacks vision, the Reagan Administration lacks any concept of reality. Its idea of a way to solve the problem is a subminimum wage.

The Administration is complaining the House bill is too expensive and would provide only "makework" jobs. Both those who remember and participated in the CCC know better.

Rep. Edward R. Roybal (D-Calif.), who grew up in east Los Angeles, joined the CCC in 1934 at age 18. He said it was either that or "starve," and he credits the program with saving him from the life of crime that many of his friends fell into.

Roybal said the CCC "not only provided employment, but developed character" through discipline. Corpsmen, who had to follow strict rules, rose at 5:30 a.m. and started work at 8 a.m.

Fortunately, Sen. Robert T. Stafford (R-Vt.) has introduced a bill that regains some of Roosevelt's vision. It would create 300,000 jobs a year for unemployed disadvantaged youth. It would equally divide some $3 million between two programs—one for forest, parks and wildlife conservation and the other for community projects.

Considering the size and seriousness of the youth unemployment problem today, it is to be hoped Congress will move in the direction of the Stafford bill.

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Vol. 28, No. 14 SATURDAY, APRIL 9, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
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LEGISLATIVE ALERT!

Check Your Legislators on First Key Votes in the 98th Congress

Since the 98th Congress convened in January, it has moved extraordinarily fast, passing its first bill to mitigate the Reagan recession, approving Social Security amendments, and making progress on the new federal budget. The charts below show how your legislators voted on the issues of greatest concern to working people.

WHAT YOU CAN DO: Next time you write your Representative or Senators, mention the votes described here. Thank them for favorable votes, and ask respectfully for improvement if their records so far are unfavorable.

KEY 1983 HOUSE VOTES

1. **JOB-CREATION:** During debate on the $4.9 billion jobs bill, Rep. Silvio Conte (R-MA) offered a motion to send the bill back to committee so he could offer his substitute, which would have slashed funding for construction projects and reduced the overall scope of the bill. The Conte motion was rejected 158-256 on March 3.

2. **SOCIAL SECURITY I:** Rep. J.J. Pickle (D-TX) offered an amendment which will raise the Social Security retirement age from 65 to 67, starting in the year 2009 and becoming fully phased in by 2027. Those who retire at age 62 will receive only 70 percent of full benefits, instead of the current 80 percent. This AFL-CIO-opposed measure was approved 228-202.

3. **SOCIAL SECURITY II:** Instead of the Pickle amendment, the AFL-CIO endorsed an alternative by Rep. Claude Pepper (D-FL) which would have stabilized Social Security funding by raising employer-employee payroll taxes 0.53 percent by the year 2010. The Pepper amendment was defeated 132-296 on March 9.

4. **FEDERAL BUDGET:** This year the House rejected the Reagan budget and passed its own alternative. It is not as comprehensive as what the AFL-CIO proposed, but it stops the slashing and begins to restore funds to programs that have been cut too deeply, including education and training. This budget includes funds for jobs, foreclosure relief, health care for the jobless, and extended unemployment benefits. The AFL-CIO-backed budget passed 229-196 on March 23.

R = Right
W = Wrong
A = Absent

	1	2	3	4
---- ALABAMA				
1 EDWARDS, JACK (R)	R	W	W	W
2 DICKINSON (R)	W	W	W	W
3 NICHOLS (D)	R	R	W	W
4 BEVILL (D)	R	R	W	R
5 FLIPPO (D)	R	W	W	R
6 ERDREICH (D)	R	R	W	W
7 SHELBY (D)	R	W	W	W
---- ALASKA				
1 YOUNG, DON (R)	W	W	W	W
---- ARIZONA				
1 MCCAIN (R)	W	W	W	W
2 UDALL (D)	R	W	W	R
3 STUMP (R)	W	W	W	W
4 RUDD (R)	R	W	W	W
5 MCNULTY (D)	R	W	R	R
---- ARKANSAS				
1 ALEXANDER (D)	R	W	R	R
2 BETHUNE (R)	W	W	W	W
3 HAMMERSCHMIDT (R)	R	W	W	W
4 ANTHONY (D)	R	W	W	R
---- CALIFORNIA				
1 BOSCO (D)	R	R	W	R
2 CHAPPIE (R)	W	W	W	W
3 MATSUI (D)	R	W	W	R
4 FAZIO (D)	R	R	W	R
5 BURTON, PHILLIP (D)	R	R	R	R
6 BOXER (D)	R	R	R	R
7 MILLER, GEORGE (D)	R	R	W	R
8 DELLUMS (D)	W	R	R	R
9 STARK (D)	R	W	W	R
10 EDWARDS, DON (D)	R	R	R	R
11 LANTOS (D)	R	R	W	R
12 ZSCHAU (R)	W	W	W	W
13 MINETA (D)	R	R	R	R
14 SHUMWAY (R)	W	W	W	W
15 COELHO (D)	R	R	W	R
16 PANETTA (D)	R	R	W	R
17 PASHAYAN (R)	W	W	W	W
18 LEHMAN (D)	R	R	W	R
19 LAGOMARSINO (R)	W	W	W	W
20 THOMAS (R)	W	W	W	W
21 FIEDLER (R)	W	W	W	W
22 MOORHEAD (R)	A	W	W	W
23 BEILENSON (D)	R	W	W	R
24 WAXMAN (D)	A	R	R	R
25 ROYBAL (D)	A	R	R	R
26 BERMAN (D)	R	R	R	R
27 LEVINE (D)	R	R	R	R
28 DIXON, JULIAN (D)	R	R	R	R
29 HAWKINS, AUGUSTUS (D)	A	R	R	R
30 MARTINEZ (D)	R	R	R	R
31 DYMALLY (D)	R	R	R	R
32 ANDERSON (D)	R	R	R	R
33 DREIER (R)	W	W	W	W
34 TORRES (D)	R	R	R	R
35 LEWIS (R)	W	W	W	W
36 BROWN, GEORGE (D)	R	R	R	R
37 MCCANDLESS (R)	W	W	W	W
38 PATTERSON (D)	A	R	R	R
39 DANNEMEYER (R)	W	W	W	W
40 BADHAM (R)	W	W	W	W
41 LOWERY (R)	A	W	W	W
42 LUNGREN (R)	W	W	W	W
43 PACKARD (R)	W	W	W	W
44 BATES (D)	R	W	W	R
45 HUNTER (R)	W	W	W	W
---- COLORADO				
1 SCHROEDER (D)	W	R	W	R
2 WIRTH (D)	R	R	W	R
3 KOGOVSEK (D)	R	R	W	R
4 BROWN, HANK (R)	W	W	W	W
5 KRAMER (R)	R	W	W	W
---- CONNECTICUT				
1 KENNELLY (D)	R	R	R	R
2 GEJDENSON (D)	R	R	R	R
3 MORRISON (D)	R	R	R	R
4 MCKINNEY (R)	W	W	W	W
5 RATCHFORD (D)	R	R	R	R
6 JOHNSON (R)	W	R	W	W
---- DELAWARE				
1 CARPER (D)	R	W	W	R
---- FLORIDA				
1 HUTTO (D)	R	W	W	W
2 FUQUA (D)	R	W	W	R
3 BENNETT (D)	R	W	W	W
4 CHAPPELL (D)	R	W	W	W
5 MCCOLLUM (R)	W	W	W	W
6 MACKAY (D)	R	W	W	R
7 GIBBONS (D)	R	W	W	R
8 YOUNG, BILL (R)	W	W	W	W
9 BILIRAKIS (R)	W	W	W	W
10 IRELAND (D)	W	W	W	W
11 NELSON (D)	R	R	W	R
12 LEWIS (R)	W	R	W	W
13 MACK (R)	W	W	W	W
14 MICA (D)	R	R	W	R
15 SHAW (R)	W	W	W	W
16 SMITH (D)	R	R	R	R
17 LEHMAN (D)	R	R	R	R
18 PEPPER (D)	R	R	R	R
19 FASCELL (D)	R	R	R	R
---- GEORGIA				
1 THOMAS, ROBERT (D)	R	W	W	W
2 HATCHER (D)	R	W	W	W
3 RAY (D)	R	W	W	W
4 LEVITAS (D)	R	W	W	W
5 FOWLER (D)	R	R	W	R
6 GINGRICH (R)	W	W	W	W
7 MCDONALD (D)	W	W	W	W
8 ROWLAND (D)	A	W	W	W
9 JENKINS (D)	R	W	W	R
10 BARNARD (D)	R	W	W	W
---- HAWAII				
1 HEFTEL (D)	R	W	W	R
2 AKAKA (D)	R	R	W	R
---- IDAHO				
1 CRAIG (R)	W	W	W	W
2 HANSEN, GEORGE (R)	W	W	W	W
---- ILLINOIS				
1 WASHINGTON (D)	A	A	A	R
2 SAVAGE (D)	R	R	R	R
3 RUSSO (D)	R	R	R	W
4 O'BRIEN (R)	W	W	W	W
5 LIPINSKI (D)	R	W	W	R
6 HYDE (R)	W	W	W	W
7 COLLINS, CARDISS (D)	R	R	R	R
8 ROSTENKOWSKI (D)	R	W	W	R
9 YATES (D)	R	R	R	R
10 PORTER (R)	W	W	W	W
11 ANNUNZIO (D)	R	W	R	R
12 CRANE, PHILIP (R)	W	W	W	W
13 ERLENBORN (R)	W	W	W	W
14 CORCORAN (R)	A	W	W	W
15 MADIGAN (R)	W	W	W	W
16 MARTIN, LYNN (R)	W	W	W	W
17 EVANS, LANE (D)	R	R	R	R
18 MICHEL (R)	W	W	W	W
19 CRANE, DANIEL (R)	W	W	W	W
20 DURBIN (D)	R	R	R	R
21 PRICE (D)	R	R	R	R
22 SIMON (D)	R	R	R	R
---- INDIANA				
1 HALL, KATIE (D)	R	R	R	R
2 SHARP (D)	W	R	W	R
3 HILER (R)	W	W	W	W
4 COATS (R)	W	W	W	W
5 HILLIS (R)	W	W	W	W
6 BURTON (R)	W	W	W	W
7 MYERS (R)	W	W	W	W
8 MCCLOSKEY, FRANK (D)	R	R	R	R
9 HAMILTON (D)	W	W	W	R
10 JACOBS (D)	W	R	R	R
---- IOWA				
1 LEACH (R)	W	W	W	W
2 TAUKE (R)	W	W	W	W
3 EVANS, COOPER (R)	R	W	W	W
4 SMITH, NEAL (D)	R	R	W	W
5 HARKIN (D)	W	R	W	R
6 BEDELL (D)	W	W	W	R
---- KANSAS				
1 ROBERTS, PAT (R)	R	W	W	W
2 SLATTERY (D)	R	W	W	R
3 WINN (R)	W	W	W	W
4 GLICKMAN (D)	R	W	W	R
5 WHITTAKER (R)	R	W	W	W
---- KENTUCKY				
1 HUBBARD (D)	R	R	W	R
2 NATCHER (D)	R	R	W	R
3 MAZZOLI (D)	R	W	W	R
4 SNYDER (R)	W	R	W	W
5 ROGERS (R)	W	W	W	W
6 HOPKINS (R)	W	W	W	W
7 PERKINS (D)	R	R	R	R
---- LOUISIANA				
1 LIVINGSTON (R)	R	W	W	W
2 BOGGS (D)	R	R	R	R
3 TAUZIN (D)	R	W	W	W
4 ROEMER (D)	R	W	W	W
5 HUCKABY (D)	R	R	R	W
6 MOORE (R)	R	W	W	W
7 BREAUX (D)	R	W	W	W
8 LONG, GILLIS (D)	R	R	W	R
---- MAINE				
1 MCKERNAN (R)	W	W	W	W
2 SNOWE (R)	W	W	W	W
---- MARYLAND				
1 DYSON (D)	R	R	R	W
2 LONG, CLARENCE (D)	R	R	W	R
3 MIKULSKI (D)	R	R	R	R
4 HOLT (R)	W	W	W	W
5 HOYER (D)	R	R	R	R
6 BYRON (D)	R	W	W	W
7 MITCHELL, PARREN (D)	R	R	R	R
8 BARNES (D)	R	R	R	R
---- MASSACHUSETTS				
1 CONTE (R)	W	R	W	W
2 BOLAND (D)	R	A	A	R
3 EARLY (D)	R	R	R	R
4 FRANK (D)	R	R	R	R
5 SHANNON (D)	R	R	R	R
6 MAVROULES (D)	R	R	R	R
7 MARKEY (D)	R	R	R	R
9 MOAKLEY (D)	R	R	R	R
10 STUDDS (D)	W	W	W	R
11 DONNELLY (D)	R	R	R	R
---- MICHIGAN				
1 CONYERS (D)	R	R	R	R
2 PURSELL (R)	W	W	W	W
3 WOLPE (D)	R	R	W	R
4 SILJANDER (R)	W	W	W	W
5 SAWYER (R)	W	W	W	W
6 CARR (D)	R	R	R	R
7 KILDEE (D)	R	R	R	R
8 TRAXLER (D)	R	R	R	R
9 VANDER JAGT (R)	W	W	W	W
10 ALBOSTA (D)	R	R	W	R
11 DAVIS (R)	W	R	W	W
12 BONIOR (D)	R	R	R	R
13 CROCKETT (D)	W	R	R	R
14 HERTEL (D)	R	R	R	R
15 FORD, WILLIAM (D)	R	R	R	R
16 DINGELL (D)	R	R	A	R
17 LEVIN, SANDER (D)	R	R	R	R
18 BROOMFIELD (R)	W	W	W	W
---- MINNESOTA				
1 PENNY (D)	R	W	W	R
2 WEBER, VIN (R)	W	W	W	W
3 FRENZEL (R)	W	W	W	W
4 VENTO (D)	W	R	R	R
5 SABO (D)	R	R	W	R
6 SIKORSKI (D)	R	R	W	R
7 STANGELAND (R)	W	W	W	W
8 OBERSTAR (D)	R	R	R	R
---- MISSISSIPPI				
1 WHITTEN (D)	R	R	W	R
2 FRANKLIN (R)	R	W	W	W
3 MONTGOMERY (D)	R	W	W	W
4 DOWDY (D)	R	R	R	R
5 LOTT (R)	R	W	W	W
---- MISSOURI				
1 CLAY (D)	R	R	R	R
2 YOUNG, ROBERT (D)	R	R	R	R
3 GEPHARDT (D)	R	R	W	R
4 SKELTON (D)	R	R	R	W
5 WHEAT (D)	R	R	R	R
6 COLEMAN (R)	R	W	W	W
7 TAYLOR (R)	W	W	W	W
8 EMERSON (R)	R	W	W	W
9 VOLKMER (D)	R	R	W	R
---- MONTANA				
1 WILLIAMS, PAT (D)	R	R	W	R
2 MARLENEE (R)	W	W	W	W
---- NEBRASKA				
1 BEREUTER (R)	W	W	W	W
2 DAUB (R)	W	W	W	W
3 SMITH, VIRGINIA (R)	W	W	W	W
---- NEVADA				
1 REID (D)	R	R	R	R
2 VUCANOVICH (R)	W	W	W	W
---- NEW HAMPSHIRE				
1 D'AMOURS (D)	W	R	R	R
2 GREGG (R)	W	W	W	W
---- NEW JERSEY				
1 FLORIO (D)	R	R	W	R
2 HUGHES (D)	R	R	W	R
3 HOWARD (D)	R	R	R	R
4 SMITH, CHRISTOPHER (R)	W	W	W	W
5 ROUKEMA (R)	W	W	W	W
6 DWYER (D)	R	R	R	R
7 RINALDO (R)	R	R	W	R
8 ROE (D)	R	R	R	R
9 TORRICELLI (D)	R	R	R	R
10 RODINO (D)	R	R	R	R
11 MINISH (D)	R	R	R	R
12 COURTER (R)	W	W	W	W
13 FORSYTHE (R)	W	W	W	W
14 GUARINI (D)	R	R	R	R
---- NEW MEXICO				
1 LUJAN (R)	W	W	W	W
2 SKEEN (R)	W	W	W	W
3 RICHARDSON (D)	R	R	R	R
---- NEW YORK				
1 CARNEY (R)	R	W	W	W
2 DOWNEY (D)	R	W	W	R
3 MRAZEK (D)	R	R	W	R
4 LENT (R)	W	W	W	W
5 MCGRATH (R)	W	W	W	W
6 ADDABBO (D)	R	R	R	R
7 ACKERMAN (D)	W	R	R	R
8 SCHEUER (D)	R	R	R	R
9 FERRARO (D)	R	R	R	R
10 SCHUMER (D)	R	R	R	R
11 TOWNS (D)	R	R	R	R
12 OWENS (D)	A	R	R	R
13 SOLARZ (D)	R	R	R	R
14 MOLINARI (R)	W	R	W	W
15 GREEN (R)	W	W	W	R
16 RANGEL (D)	R	R	R	R
17 WEISS (D)	R	R	R	R
18 GARCIA (D)	R	R	R	R
19 BIAGGI (D)	R	R	R	R
20 OTTINGER (D)	W	R	R	R
21 FISH (R)	W	W	W	W
22 GILMAN (R)	W	R	W	W
23 STRATTON (D)	R	W	W	W
24 SOLOMON (R)	W	W	W	W
25 BOEHLERT (R)	W	W	W	W
26 MARTIN, DAVID (R)	W	W	W	W
27 WORTLEY (R)	W	W	W	W
28 MCHUGH (D)	R	R	W	R
29 HORTON (R)	W	W	W	W
30 CONABLE (R)	W	W	W	W
31 KEMP (R)	W	W	W	W
32 LAFALCE (D)	R	R	W	R
33 NOWAK (D)	R	R	W	R
34 LUNDINE (D)	R	W	W	R
---- NORTH CAROLINA				
1 JONES, WALTER (D)	A	W	W	R
2 VALENTINE (D)	R	W	W	W
3 WHITLEY (D)	R	W	W	W
4 ANDREWS, IKE (D)	R	R	R	R
5 NEAL (D)	A	A	A	R
6 BRITT (D)	R	R	W	R
7 ROSE (D)	R	R	R	R
8 HEFNER (D)	R	W	W	R
9 MARTIN, JAMES (R)	A	W	W	W
10 BROYHILL (R)	W	W	W	W
11 CLARKE (D)	R	R	R	R
---- NORTH DAKOTA				
1 DORGAN (D)	R	R	W	R
---- OHIO				
1 LUKEN (D)	R	R	W	R
2 GRADISON (R)	W	W	W	W
3 HALL, TONY (D)	R	R	R	R
4 OXLEY (R)	W	W	W	W
5 LATTA (R)	W	W	W	W
6 MCEWEN (R)	W	W	W	W
7 DEVINE (R)	W	W	W	W
8 KINDNESS (R)	R	W	W	W
9 KAPTUR (D)	R	R	R	R
10 MILLER, CLARENCE (R)	W	R	W	W
11 ECKART (D)	R	R	W	R
12 KASICH (R)	W	W	W	W
13 PEASE (D)	R	R	W	R
14 SEIBERLING (D)	W	R	R	R
15 WYLIE (R)	W	W	W	W
16 REGULA (R)	W	R	W	W
17 WILLIAMS, LYLE (R)	R	R	W	W
18 APPLEGATE (D)	R	R	W	R
19 FEIGHAN (D)	R	R	W	R
20 OAKAR (D)	R	R	R	R
21 STOKES (D)	R	R	R	R
---- OKLAHOMA				
1 JONES, JAMES (D)	R	W	W	R
2 SYNAR (D)	R	W	W	R
3 WATKINS (D)	R	W	W	R
4 MCCURDY (D)	R	W	W	R
5 EDWARDS, MICKEY (R)	R	W	W	W
6 ENGLISH (D)	R	W	W	W
---- OREGON				
1 AUCOIN (D)	R	W	W	R
2 SMITH (R)	R	W	W	W
3 WYDEN (D)	R	R	W	R
4 WEAVER (D)	A	R	R	R
5 SMITH, DENNY (R)	A	W	W	W
---- PENNSYLVANIA				
1 FOGLIETTA (D)	R	R	R	R
2 GRAY (D)	R	R	R	R
3 BORSKI (D)	R	R	R	R
4 KOLTER (D)	R	R	R	R
5 SCHULZE (R)	W	W	W	W
6 YATRON (D)	R	R	W	A
7 EDGAR (D)	W	R	W	R
8 KOSTMAYER (D)	R	R	R	R
9 SHUSTER (R)	W	W	W	W
10 MCDADE (R)	W	R	W	W
11 HARRISON (D)	R	R	R	R
12 MURTHA (D)	R	R	W	R
13 COUGHLIN (R)	W	W	W	W
14 COYNE, WILLIAM (D)	R	R	R	R
15 RITTER (R)	W	W	W	W
16 WALKER (R)	W	W	W	W
17 GEKAS (R)	W	W	W	W
18 WALGREN (D)	W	R	R	R
19 GOODLING (R)	W	R	W	W
20 GAYDOS (D)	R	R	W	A
21 RIDGE (R)	W	W	W	W
22 MURPHY (D)	R	R	W	R
23 CLINGER (R)	W	W	W	W
---- RHODE ISLAND				
1 ST GERMAIN (D)	R	R	R	R
2 SCHNEIDER (R)	W	R	R	R
---- SOUTH CAROLINA				
1 HARTNETT (R)	W	W	W	W
2 SPENCE (R)	W	W	W	W
3 DERRICK (D)	R	R	W	R
4 CAMPBELL (R)	W	W	W	W
5 SPRATT (D)	R	R	R	R
6 TALLON (D)	R	R	R	R
---- SOUTH DAKOTA				
1 DASCHLE (D)	R	W	W	R
---- TENNESSEE				
1 QUILLEN (R)	W	W	W	W
2 DUNCAN (R)	W	W	W	W
3 BOUQUARD (D)	R	W	W	R
4 COOPER (D)	R	W	A	R
5 BONER (D)	R	R	W	R
6 GORE (D)	R	R	W	R
7 SUNDQUIST (R)	W	W	W	W
8 JONES, ED (D)	A	R	W	R
9 FORD, HAROLD (D)	R	R	W	R
---- TEXAS				
1 HALL, SAM (D)	R	W	W	W
2 WILSON (D)	R	W	W	W
3 BARTLETT (R)	W	W	W	W
4 HALL, RALPH (D)	R	W	W	W
5 BRYANT (D)	R	R	R	R
6 GRAMM (D)	W	W	W	W
7 ARCHER (R)	W	W	W	W
8 FIELDS (R)	W	W	W	W
9 BROOKS (D)	R	W	W	R
10 PICKLE (D)	R	W	W	R
11 LEATH (D)	R	W	W	W
12 WRIGHT (D)	R	W	W	R
13 HIGHTOWER (D)	R	W	W	R
14 PATMAN (D)	R	R	W	R
15 DE LA GARZA (D)	R	W	W	R
16 COLEMAN (D)	R	W	W	R
17 STENHOLM (D)	R	W	W	W
18 LELAND (D)	W	R	R	R
19 HANCE (D)	R	W	W	W
20 GONZALEZ (D)	R	R	R	R
21 LOEFFLER (R)	W	W	W	W
22 PAUL (R)	W	W	W	W
23 KAZEN (D)	R	W	W	W
24 FROST (D)	R	R	R	R
25 ANDREWS (D)	R	W	W	R
26 VANDERGRIFF (D)	R	W	W	W
27 ORTIZ (D)	R	W	W	R
---- UTAH				
1 HANSEN, JAMES (R)	A	W	W	W
2 MARRIOTT (R)	R	W	W	W
3 NIELSON (R)	W	W	W	W
---- VERMONT				
1 JEFFORDS (R)	W	W	W	R
---- VIRGINIA				
1 BATEMAN (R)	W	W	W	W
2 WHITEHURST (R)	W	W	W	W
3 BLILEY (R)	W	W	W	W
4 SISISKY (D)	R	R	R	R
5 DANIEL, DAN (D)	W	W	W	W
6 OLIN (D)	R	W	W	R
7 ROBINSON (R)	W	W	W	W
8 PARRIS (R)	W	W	W	W
9 BOUCHER (D)	R	R	R	R
10 WOLF (R)	W	W	W	W
---- WASHINGTON				
1 PRITCHARD (R)	W	W	W	W
2 SWIFT (D)	R	R	R	R
3 BONKER (D)	R	R	R	R
4 MORRISON (R)	A	W	W	W
5 FOLEY (D)	R	R	R	R
6 DICKS (D)	R	R	W	R
7 LOWRY (D)	R	R	R	R
8 CHANDLER (R)	W	W	W	W
---- WEST VIRGINIA				
1 MOLLOHAN (D)	R	R	R	R
2 STAGGERS (D)	R	R	R	R
3 WISE (D)	R	R	R	R
4 RAHALL (D)	R	R	R	R
---- WISCONSIN				
1 ASPIN (D)	R	R	R	R
2 KASTENMEIER (D)	R	R	W	R
3 GUNDERSON (R)	W	W	W	W
4 ZABLOCKI (D)	A	R	R	R
5 MOODY (D)	R	R	R	R
6 PETRI (R)	W	W	W	W
7 OBEY (D)	R	R	R	R
8 ROTH, TOBY (R)	W	W	W	W
9 SENSENBRENNER (R)	W	W	W	W
---- WYOMING				
1 CHENEY (R)	W	W	W	W

KEY 1983 SENATE VOTES

1. **JOB-CREATION:** During debate on the jobs bill, Sen. Carl Levin (D-MI) offered an amendment to add funds for additional jobs as well as emergency food, shelter, and health care for the unemployed. The AFL-CIO endorsed this effort, but the GOP-controlled Senate rejected it 34-53 on March 11.

2. **LOCAL GOVERNMENT JOBS AND SERVICES:** Local governments have cut community services because of Reagan cuts in federal revenue sharing. During debate on the jobs bill, Sen. John Heinz (R-PA) offered an amendment to accelerate revenue sharing by three months, which in effect would add $1.2 billion to the program. Approved 73-21 on March 14.

3. **SOCIAL SECURITY:** When the Senate raised the retirement age for full Social Security benefits from 65 to 66, the AFL-CIO objected and noted that most who retire early do so for reasons of poor health or unemployment conditions. Sen. Bill Bradley (D-NJ) offered an amendment to address this concern by providing improved disability benefits for those who are unable to work until age 66. But the Bradley amendment was rejected 30-61 on March 21.

4. **FAIRNESS IN TAXATION:** Last year Congress approved a new tax compliance mechanism: withholding of taxes on savings interest and stock dividends. But Sen. John Melcher (D-MT) offered an amendment which would have paved the way to repeal this tax reform. Fortunately, Sen. Daniel P. Moynihan's (D-NY) motion to table (kill) the Melcher amendment was approved 56-41 on March 22.

5. **UNEMPLOYMENT COMPENSATION:** Under the Reagan "voucher" plan, the unemployed would receive vouchers instead of federal jobless benefits, which they would turn over to an employer in exchange for a job. But employers could replace current workers with new workers in order to take advantage of the vouchers, doing nothing to reduce unemployment. Sen. Dan Quayle (D-IN) offered the voucher scheme as an amendment to the Social Security bill. It was approved 53-40 on March 23, but then, fortunately, stricken from the bill in conference.

R = Right
W = Wrong
A = Absent

	1	2	3	4	5
---- ALABAMA					
HEFLIN (D)	W	R	R	W	R
DENTON (R)	W	R	W	W	W
---- ALASKA					
STEVENS (R)	W	R	W	R	W
MURKOWSKI (R)	W	W	W	R	W
---- ARIZONA					
DECONCINI (D)	W	R	R	W	R
GOLDWATER, BARRY (R)	W	W	W	R	A
---- ARKANSAS					
BUMPERS (D)	R	R	W	W	R
PRYOR (D)	R	R	W	W	R
---- CALIFORNIA					
CRANSTON (D)	R	A	A	A	A
WILSON (R)	W	R	W	R	W
---- COLORADO					
HART (D)	A	R	A	R	R
ARMSTRONG (R)	A	W	W	W	W
---- CONNECTICUT					
DODD (D)	R	R	R	R	R
WEICKER (R)	A	R	W	R	W
---- DELAWARE					
BIDEN (D)	R	R	R	W	R
ROTH, WILLIAM (R)	W	R	W	R	W
---- FLORIDA					
CHILES (D)	R	R	R	R	R
HAWKINS, PAULA (R)	W	R	W	R	W
---- GEORGIA					
NUNN (D)	W	A	W	W	R
MATTINGLY (R)	W	R	W	W	W
---- HAWAII					
INOUYE (D)	R	R	R	W	R
MATSUNAGA (D)	A	A	R	W	R
---- IDAHO					
MCCLURE (R)	W	R	W	R	W
SYMMS (R)	A	R	W	W	W
---- ILLINOIS					
DIXON, ALAN (D)	R	R	W	W	R
PERCY (R)	W	R	W	W	W
---- INDIANA					
LUGAR (R)	W	R	W	R	W
QUAYLE (R)	W	R	A	W	W
---- IOWA					
GRASSLEY (R)	W	W	W	R	W
JEPSEN (R)	W	W	W	W	W
---- KANSAS					
DOLE (R)	A	R	W	R	W
KASSEBAUM (R)	W	R	W	R	W
---- KENTUCKY					
FORD, WENDELL (D)	R	R	R	W	R
HUDDLESTON (D)	R	R	W	W	R
---- LOUISIANA					
LONG, RUSSELL (D)	R	R	W	W	R
JOHNSTON, BENNETT (D)	A	R	W	W	R
---- MAINE					
MITCHELL, GEORGE (D)	R	R	R	W	R
COHEN (R)	W	R	W	R	W
---- MARYLAND					
SARBANES (D)	R	R	R	A	R
MATHIAS (R)	R	R	A	R	A
---- MASSACHUSETTS					
KENNEDY (D)	R	A	R	R	R
TSONGAS (D)	R	A	R	W	R
---- MICHIGAN					
LEVIN (D)	R	R	R	W	R
RIEGLE (D)	R	R	R	W	R
---- MINNESOTA					
DURENBERGER (R)	A	R	W	R	W
BOSCHWITZ (R)	W	R	W	R	W
---- MISSISSIPPI					
STENNIS (D)	W	R	W	R	A
COCHRAN (R)	W	A	W	R	W
---- MISSOURI					
EAGLETON (D)	R	R	R	W	R
DANFORTH (R)	W	R	W	R	W
---- MONTANA					
MELCHER (D)	R	R	R	W	R
BAUCUS (D)	R	W	W	W	R
---- NEBRASKA					
EXON (D)	W	W	W	W	R
ZORINSKY (D)	W	W	R	W	W
---- NEVADA					
HECHT (R)	W	W	W	R	W
LAXALT (R)	W	W	W	R	W
---- NEW HAMPSHIRE					
RUDMAN (R)	W	W	W	R	W
HUMPHREY (R)	W	W	W	W	W
---- NEW JERSEY					
LAUTENBERG (D)	R	R	R	R	R
BRADLEY (D)	R	R	R	W	R
---- NEW MEXICO					
BINGAMAN (D)	R	R	R	R	R
DOMENICI (R)	W	R	A	R	W
---- NEW YORK					
MOYNIHAN (D)	R	R	W	R	R
D'AMATO (R)	W	R	W	R	W
---- NORTH CAROLINA					
EAST (R)	W	R	W	W	W
HELMS (R)	W	W	W	W	W
---- NORTH DAKOTA					
BURDICK (D)	R	R	R	W	R
ANDREWS, MARK (R)	W	R	W	R	W
---- OHIO					
METZENBAUM (D)	R	R	R	R	R
GLENN (D)	R	R	R	W	R
---- OKLAHOMA					
BOREN (D)	W	W	W	W	W
NICKLES (R)	W	W	W	W	W
---- OREGON					
PACKWOOD (R)	W	R	A	R	W
HATFIELD (R)	W	W	W	R	W
---- PENNSYLVANIA					
SPECTER (R)	R	R	W	R	W
HEINZ (R)	W	R	W	R	W
---- RHODE ISLAND					
PELL (D)	R	W	R	R	R
CHAFEE (R)	W	W	W	R	W
---- SOUTH CAROLINA					
HOLLINGS (D)	A	R	R	W	A
THURMOND (R)	W	R	W	R	W
---- SOUTH DAKOTA					
PRESSLER (R)	W	R	A	R	W
ABDNOR (R)	W	R	W	R	W
---- TENNESSEE					
SASSER (D)	R	R	R	W	R
BAKER (R)	W	R	W	R	W
---- TEXAS					
BENTSEN (D)	A	R	W	R	R
TOWER (R)	A	R	A	R	W
---- UTAH					
GARN (R)	W	R	W	R	W
HATCH (R)	W	R	W	R	W
---- VERMONT					
LEAHY (D)	R	R	W	R	R
STAFFORD (R)	W	R	W	R	W
---- VIRGINIA					
WARNER (R)	W	R	W	R	W
TRIBLE (R)	W	W	W	R	W
---- WASHINGTON					
JACKSON (D)	R	R	R	R	R
GORTON (R)	W	W	W	R	W
---- WEST VIRGINIA					
BYRD, ROBERT (D)	R	R	R	W	R
RANDOLPH (D)	R	R	R	W	R
---- WISCONSIN					
PROXMIRE (D)	W	W	R	W	R
KASTEN (R)	W	R	W	W	W
---- WYOMING					
WALLOP (R)	W	R	A	R	W
SIMPSON (R)	W	R	W	A	W

AFL-CIO news

VOL. 28, NO. 15
SATURDAY
APRIL 16, 1983

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Congress balks at Reagan cuts

Auto Workers fill a Capitol Hill hearing room as UAW President Douglas A. Fraser testifies on auto content legislation. He is accompanied by Vice President Owen Bieber, right, and Legislative Director Dick Warden, left.

1 million auto jobs tied to domestic content bill

A labor-endorsed domestic content bill would salvage more than a million auto-related jobs and bolster the nation's import-weakened economy, the Auto Workers testified at House hearings.

The House passed a domestic content bill by a 215-188 vote last December, during the lame-duck session. But the measure died in the Senate with the adjournment of the 97th Congress a few days later.

The battle has now been renewed at hearings before a House Commerce subcommittee, with Administration witnesses arguing that the bill isn't needed and would cause the Japanese to "retaliate" against the United States.

But hundreds of UAW members filled the hearing room to capacity to back their union's position that local content legislation is both workable and desirable.

UAW President Douglas A. Fraser warned that failure to act will mean a continued decline in U.S. auto employment, even if new car sales rebound. Testifying with him was UAW Vice President Owen Bieber, who is expected to succeed Fraser as UAW president at the union's convention next month.

The bill they supported, which carries a strong AFL-CIO endorsement, would apply to companies selling more than 100,000 cars a year in the U.S. market.

At the end of a four-year phase-in period, the domestic content requirement of parts and labor would be tied to sales volume. The range would be a 10 percent domestic content requirement at the lower level to a 90 percent requirement for companies with U.S. sales in excess of 900,000 a year.

Legislation needed

Fraser rejected the Administration's contention that voluntary action by Japan to limit auto exports to the United States and an improved economic outlook make the legislation unnecessary.

Even during the recession, Fraser said, Japan has increased its share of the U.S. car and truck market, with both government and private analysts predicting that the trend will continue.

"The rise in imports has not been confined to finished vehicles," the UAW

Continued on Page 2

AFL-CIO offers alternative plan for Caribbean aid

The AFL-CIO has proposed to Congress an alternative to President Reagan's Caribbean Basin Initiative that would help raise the region's living standards without undermining U.S. jobs.

Labor's plan would help the region's workers, strengthen human rights and improve working conditions, AFL-CIO Legislative Rep. Stephen Koplan testified. By contrast, he told the Senate Finance Committee, the Administration proposal would chiefly benefit multinational corporations.

Koplan stressed the AFL-CIO's continued strong opposition to a provision of the Administration bill that would allow multinational firms to channel manufactured products into the United States through Caribbean ports without paying duty, even if most of the work on the product were done elsewhere.

As a minimum, he urged, there should be a stricter domestic content requirement than the Administration has proposed to assure that tariff-exempt products aren't manufactured in other coun-

Continued on Page 4

President hurls new veto threat

President Reagan hurled veto threats at Democrats in the House and Republicans in the Senate as the Administration sought to keep Congress from changing the nation's economic course.

The White House had looked to the Republican-controlled Senate to counter what the President has called the "liberal Democratic budget" adopted by the House.

Instead, the Senate Budget Committee followed the lead of the House in rejecting most of the Administration's proposals to cut back domestic programs. It gave tentative approval to a series of spending add-ons and voted to hold the rise in defense spending to an after-inflation 5 percent—significantly closer to the 4 percent endorsed by the House than to the 10 percent sought by the President.

The add-ons for domestic programs were almost all lower than the House had approved. The Senate committee also went part way with the Administration in cutting programs such as Medicare and Medicaid.

It rejected the President's proposed cutbacks in welfare, subsidized housing and food stamps, however. Reagan had claimed that $1 billion could be saved from the food stamp program by eliminating "waste and corruption." But a study by the nonpartisan Congressional Budget Office concluded that such a cut would fall inevitably on the nation's poorest families.

Amendments allowed

Unlike the House, which considered its budget resolution under a no-amendment procedure, senators will be able to propose changes in all of the budget categories and the final version will be shaped on the Senate floor. It would then have to be reconciled in conference with the House-passed budget figures.

The committee had not yet dealt with the revenue side of the balance sheet when the AFL-CIO News went to press. But five moderate Republican senators defied the White House to join in a call for cancellation of the scheduled July 1 tax cut and repeal of the controversial "indexing" provisions that would hold down tax revenues in future years.

The following day, Reagan charged in a

Continued on Page 5

Job hopes dashed at plant gates

Long before dawn, the roads to Hartville, Ohio, were clogged. The word had gone out that a company was hiring.

More than 12,000 job-seekers from a two-state area were competing for fewer than 100 jobs.

In Buffalo, there were 10,500 unemployed Americans in the lineup for 56 new jobs.

Across America, the recession continued unabated for more than a tenth of the nation's workforce for whom there were still no jobs.

Local 99 of the Rubber Workers, which represents workers at the Teledyne Monarch Rubber Co. in Hartville had 35 laid-off members recalled and the company notified the state employment service that it would be adding about another 75 workers to fill a new contract for auto parts.

The word spread like brushfire and job-seekers poured in from nearby counties and from West Virginia, creating a massive traffic tie-up on Route 43.

For the fortunate few, the jobs pay $8 to $9 an hour.

In Buffalo, the 56 job openings were at Anaconda's American Brass plant.

Steelworkers District 4 Rep. Sal Amarante said several hundred of the 10,500 applicants waited overnight in temperatures close to freezing only to be handed application forms that the company told them should be mailed back.

A year ago, in a comparable situation, the company had received 5,000 applications for 70 jobs.

Nearly 20,000 Steelworkers are still out of work in the Buffalo area, Amarante reported.

The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

4/16/83

Auto content bill pressed to save jobs

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stressed. Over the last decade, Fraser said, the value of parts imported from countries other than Canada has grown at an annual rate of 24 percent.

By current projections, he warned, the use of imported parts would raise the imported content of vehicles assembled in the United States from a present level of under 5 percent to close to 40 percent by the end of the decade.

The decline in employment doesn't just hit auto manufacturing, Fraser pointed out. He reminded the panel that the auto industry uses 21 percent of U.S. steel production, 60 percent of synthetic rubber and high percentages of aluminum, zinc, copper and other supplier products.

Not transient

Fraser scoffed at the contention that changes in employment patterns are transient, "that if one job is destroyed, another pops up to take its place."

He reminded the committee that "in the real world" of a depressed American economy, 11.4 million people are looking for work and further undermining of the automobile industry will add to that number.

"The only jobs certain to be created" to replace auto industry employment, Fraser suggested, "will be serving food in soup kitchens and maintaining sanitation in the tent cities all across America."

Fraser noted that domestic content requirements imposed by other countries haven't had the feared result of keeping out competition and pushing up automobile prices.

"The evidence from other countries indicates that auto companies use every effort to maintain their market share," he testified.

Metal Trades win pay hike for 1,300 in air base accord

Tullahoma, Tenn.—Some 1,300 workers at Arnold Air Force Base won a series of wage gains in new three-year contracts negotiated by the Air Engineering Metal Trades Council.

Agreement with three of the four contracting firms involved in the negotiations came before a strike deadline set for late February, but employees of the fourth—Sverdrup Technology—had to strike for a week before reaching settlement.

The pacts cover workers represented by 11 AFL-CIO unions engaged in base support and fabrication of systems at the Air Force's research and development testing center here. The council is an affiliate of the Metal Trades Dept.

Annual increases

The contracts provide pay increases totaling $5,153 over the three-year period ending Feb. 28, 1986, the council reported. Craftsmen employed by Pan Am World Services will receive a 3-percent hike retroactive to Mar. 1, another 3-percent increase Nov. 1, and a final 4-percent increase in November 1984.

Workers employed by Sverdrup, Arvin-Calspan Field Services, and Computer Sciences will receive comparable increases with some slight variation but totaling the same amount as those at Pan Am.

Despite employer demands for major contract concessions, the MTC bargaining committees were generally successful in maintaining employee benefits. In addition, they added an 11th annual paid holiday to the contracts.

Craftsmen covered by the pacts are represented by the Boilermakers & Blacksmiths, Machinists, International Brotherhood of Electrical Workers, Sheet Metal Workers, Ironworkers, Plumbers & Pipe Fitters, Operating Engineers, Laborers, Carpenters, Fire Fighters, Painters, and the unaffiliated Teamsters.

All paid for

After 23 years of monthly installments, the Railway Labor Building in Washington is clear of debt. Burning the mortgage at a ceremony are Sec.-Treas. R. C. Howard, left, of Labor newspaper which has offices in the building, and Carmen President O. W. Jacobson, board chairman of the newspaper. Labor, with a circulation of 250,000, is published every third week. It is owned by 14 railway unions. The building is just off Capitol Hill, and houses the Washington offices of participating unions.

Congress urged to extend curb on Alaskan oil exports

Existing curbs on exporting Alaskan oil should be retained in the interests of the national economy and America's security, the AFL-CIO urged at congressional hearings.

Oil from Alaska's North Slope has moved the United States significantly closer to the goal of energy self-reliance, Associate Legislative Director Howard D. Marlowe testified at House and Senate hearings. Unless Congress acts, restrictions contained in the Export Administration Act will expire on Sept. 30, 1983.

Marlowe testified on behalf of the broad-based Coalition to Keep Alaska Oil. It includes consumer, farm and industry groups as well as the AFL-CIO and many of its affiliates.

National interest

Under the provision the AFL-CIO wants retained, oil from Alaska may not be exported unless the President certifies that such exports are in the national interest, will not diminish the supply or quality of crude oil available in the United States, will result in lower costs to refiners and will pass on at least 75 percent of any savings to consumers. Further, export contracts must be subject to termination if U.S. oil supplies are interrupted, threatened or diminished.

Marlowe termed the restrictions "eminently reasonable." The oil involved "is a vital American resource" that "should continue to be used to benefit our economy," he urged.

Use of American ships to transport oil from Alaska has strengthened the U.S. merchant marine and assured the availability of trained crews, Marlowe testified.

Provides jobs

"Alaska oil has also provided jobs in the steel and auto industry as well as many other sectors of the economy," he noted. And it has "helped to maintain the vitality of many U.S. ports and the economies of the communities and regions they serve."

At the same time, consumers have gained because the delivered price of Alaska oil is often below the level of comparable grades of oil from foreign sources. On the East Coast, Marlowe said, Alaska oil has been selling for about $3.80 a barrel less than imported oil.

The argument for dropping export restrictions is that the United States could sell oil from Alaska to Japan in exchange for Mexican oil and that this would also reduce the trade imbalance with Japan.

Marlowe suggested that removal of the restrictions would actually aggravate trade problems with Japan. "The export of oil, which is not labor-intensive, instead of the export of much more labor-intensive manufactured goods would be very costly to the United States in terms of jobs," he stressed. Further, "the likely higher price of imported oil, coupled with payments for the use of foreign ships and the heavy cost of discontinuing use of U.S. ships would hurt our overall balance of payments."

While the recession has "temporarily eased" the price squeeze from the OPEC cartel, "the need to reduce U.S. dependence on imported oil must remain a vital concern of our national policy," Marlowe urged.

Jobless rates up over year in most states

Nearly every state experienced an increase in unemployment between February 1982 and February 1983, with joblessness particularly widespread in metropolitan areas, the Bureau of Labor Statistics reported.

Only in Arkansas, New Jersey, Maryland, Delaware, Massachusetts and Hawaii did state jobless rates decline over the period, BLS said. In 18 states, unemployment rates jumped 2 percentage points or more from February to February. Increases of 4 percentage points or more over the year were recorded for three states—Oklahoma, West Virginia, and Wyoming.

Meanwhile, first-time claims for unemployment benefits rose in the week ended Mar. 26, the Labor Dept. reported. New jobless claims increased 14,000 over the previous week to 498,000.

Over 20% jobless

The BLS report on state and metropolitan area employment noted that seven major urban areas recorded unemployment levels greater than 20 percent in February. Johnstown, Pa., had the highest, 25.9 percent. The city's rate in January was 24.5 percent. In February 1982, the rate was 16.3 percent.

Also on the high end of the scale were Modesto, Calif., 23.8 percent; Duluth-Superior, Minn., 22.2 percent; Sharon, Pa., 21.9 percent; Kankakee, Ill., 21.4 percent; Stockton, Calif., 20.4 percent; and Youngstown-Warren, Ohio, 20.1 percent. The figures are not seasonally adjusted.

The national rate for all civilian workers increased from 9.6 to 11.3 percent between February 1982 and February 1983, BLS said. During the reporting period, nonfarm payroll employment fell in 42 states.

Unemployment rates were at or above the unadjusted national rate of 11.3 percent in 22 states in February 1983, BLS said. West Virginia, 21 percent, Michigan, 16.5 percent, and Alabama, 16.1 percent, continued to report the highest rates.

Thirty states and the District of Columbia reported jobless rates of 10 percent or more in February 1983, compared with 21 states and the District of Columbia a year earlier, and 10 states in February 1981.

Bay State Democratic poll shows labor solid for 'jobs'

Springfield, Mass. — Labor delegates to the state Democratic Party convention here gave an impressive demonstration of trade union solidarity in the presidential straw poll and spoke with a single strong voice in favor of "jobs."

"We have accomplished everything we wanted to do, and we have not injured any candidate," State AFL-CIO President Arthur Osborn said.

The vote for "jobs" rather than one of the candidates in the poll drew 884 votes or 25.6 percent of the total. Osborn said the nearly 700 representatives of AFL-CIO unions among the 3,830 delegates to the convention were joined by some 200 unaffiliated teachers and nuclear freeze advocates.

Split avoided

Thus, the trade union delegates avoided either a pre-mature commitment on a public split over support for specific candidates before the AFL-CIO General Board reaches a decision next December on a pre-primary endorsement by the federation.

Former Vice President Walter F. Mondale led the presidential preference poll, collecting 1,013 votes, 29.3 percent of the total. He was followed by Sen. Alan Cranston (Calif.) with 16.9 percent (582 votes), Sen. John Glenn (Ohio) with 15.3 percent (528 votes), Sen. Gary Hart (Colo.) with 10.5 percent (362 votes), "no preference" 1.4 percent (50 votes), Sen. Ernest F. Hollings (S.C.) with 0.5 percent (17 votes), and former Florida governor Reubin Askew with 0.3 percent (12 votes).

All six candidates addressed the delegates and attached varying degrees of significance to the results of the straw poll.

Issue-oriented

Osborn said that when the call first went out for what was planned as an "issues" convention of the Massachusetts Democratic Party, the State AFL-CIO sought to have the strongest possible union representation among the delegates to press for inclusion of the federation's national economic policy as a plank in the statewide platform.

Shortly before the convention, party leaders announced that a presidential straw poll would also be conducted. At that point, the state labor federation developed the strategy of urging unionists to vote for "jobs".

"We wanted to show that labor can unite to deliver a powerful and disciplined vote," Osborn said. "We didn't try to win; we just tried to make sure that our people spoke with one strong voice."

He stressed that the vote for "jobs" also called dramatic attention to the 237,000 workers unemployed in Massachusetts and the more than 11.3 million jobless across the nation.

From now on, Osborn said, when the Democratic candidates "fly across this great land of our . . . their copilot is going to be 'jobs.' "

Labor played key role in turning out victory margin for Washington

Chicago — Rep. Harold Washington's election as mayor of Chicago gave fresh evidence that the historic coalition of minorities, workers and the poor continues as a strong political force in the nation.

Washington sought to expand that coalition as a means of reunifying the city following the bitter and divisive campaign that ended in his election as the first black mayor in Chicago's history. He received 51.5 percent of the record number of ballots cast to 48.5 percent for his Republican opponent, Bernard Epton.

"Our most important concern at this moment is unity," Washington said. He pledged that his administration would reach out to include "more people and more kinds of people" than any previous government of the city.

Chicago's organized labor movement played an active part in getting out the vote for Washington. Following his victory in the Democratic primary over incumbent Mayor Jane Byrne and Cook County State's Atty. Richard M. Daley, Washington won the unanimous endorsement of the Chicago AFL-CIO executive board.

Federation President Lane Kirkland told audiences at AFL-CIO regional conferences this week in Albuquerque and Los Angeles that an early analysis "indicates that the Labor Council for Latin American Advancement—our Hispanic support group—played a critical role in the results as did our other Chicago brothers and sisters."

A stronger than expected showing in wards with heavy concentrations of Hispanic voters was a key element in Washington's victory. He also did well in the predominantly white lakefront wards, regarded as generally liberal.

Fund raising

Two weeks before the election, the All-Chicago Labor Committee for Washington, made up of the city AFL-CIO central body along with unaffiliated unions, raised $25,000 for the candidate at a luncheon. Individual unions also contributed funds to Washington's campaign.

In the week before the election, Kirkland and Chicago AFL-CIO President William A. Lee sent a joint letter to union members in the city urging them to vote for Washington as a "proven friend" of working people. The letter cited Washington's strongly pro-labor voting record during his three terms as a member of Congress and his service in the state legislature.

In a congratulatory message, Lee expressed labor's particular thanks for Washington's repeated expressions of support during the campaign for collective bargaining rights for public employees and for payment of prevailing wages on public contracts.

Racial prejudice and fear were the acknowledged central factors in the election campaign. Although Epton disowned and deplored the anti-Washington hate literature that spread through the city, the contest was close only because of the defection of white Democrats to the Republican side. The city has not had a Republican mayor in 52 years.

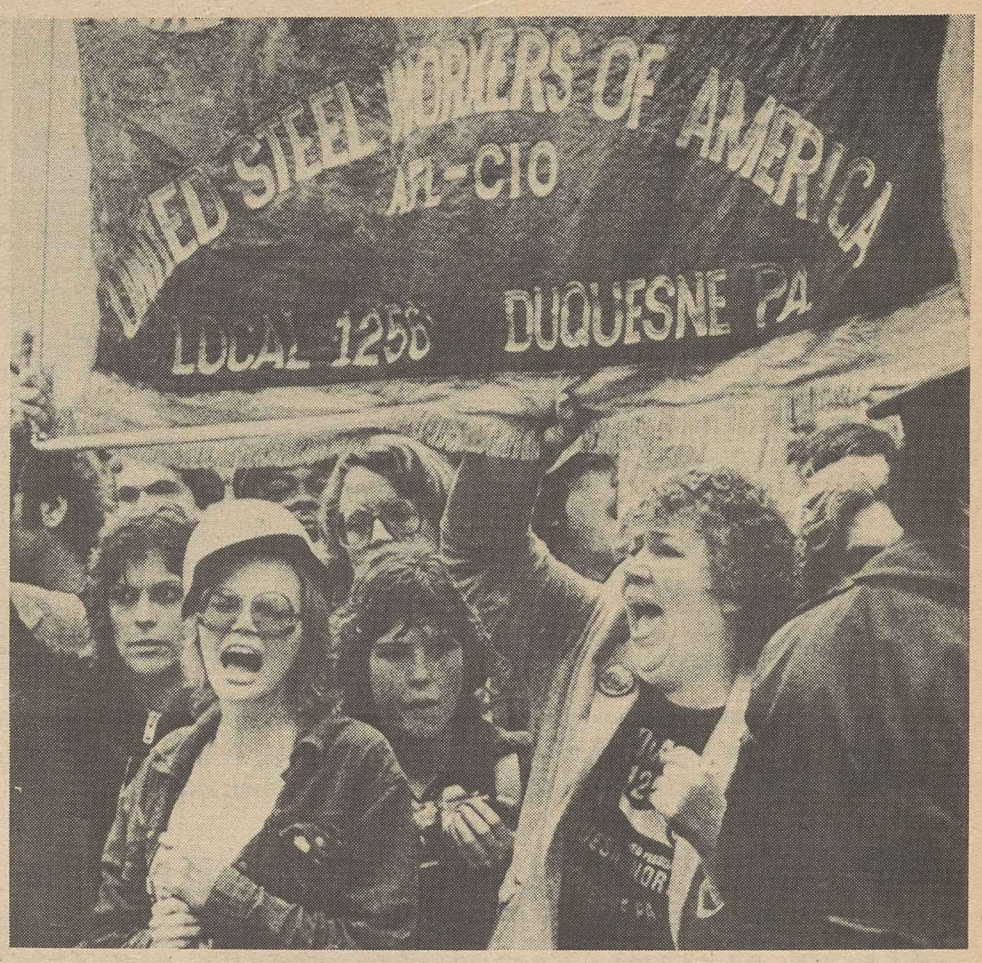
Much to lose

Kirkland met the racial issue head on during a campaign rally for Washington at the Chicago campus of the University of Illinois. He warned that "if the working people of Chicago are divided along racial lines, the only beneficiaries will be the Reaganites," and the losers will be "not only the people of Chicago, but also the unemployed, the weak and the needy and all Americans who look to their government to promote social and economic justice and equal rights."

Urging Chicagoans to vote for Washington, Kirkland predicted that the results of the mayoral race would foreshadow the 1984 presidential election.

A "unity" luncheon on the day after the convention brought Washington together with his Democratic primary opponents, Mayor Byrne and Daley, the son of the late Mayor Richard J. Daley. Epton's brother Saul represented the defeated Republican candidate, and leading members of the city's clergy and civic leaders also were present.

"We strive for unity," Washington told a news conference following the luncheon. "As the mayor of this great city, it will be my responsibility to reach out to every neighborhood. Over the next four years, there will be total and complete outreach into every area of this city."



No cheers for Reagan

Steelworkers whose jobs have been wiped out in the Reagan recession demonstrate in Pittsburgh upon the President's arrival to address a conference on displaced workers. Unemployment in the Pittsburgh area has been running close to double the national average.

13-union coalition negotiates new Kennecott copper pact

Phoenix—A 13-union coordinated bargaining alliance reached tentative agreement with Kennecott Copper Corp. The contract is expected to set a pattern for the copper industry.

The agreement involves 57 separate contracts, and must be approved by the unions' National Nonferrous Industry Conference before it takes effect. The settlement followed five weeks of intensive negotiations here.

Cass Alvin of the Steelworkers, who serves as a coordinator for the unions, said the agreement was unanimously approved by the 82-member Kennecott bargaining committee, which also recommended its ratification. Details of the agreement were not disclosed pending its approval.

The agreement covers some 4,000 Kennecott employees in Utah, Nevada, Arizona, New Mexico and Maryland. If its terms are extended to the rest of the industry, it would cover another 20,000 workers.

The copper industry, the largest nonferrous metal segment, has been hard hit by the recession that began in July 1981. Alvin said that nearly half of the workers in the highly organized copper industry currently are unemployed.

The Kennecott agreement would replace one set to expire June 30. Alvin said that union negotiators took a strong position against any contract concessions. Agreement was reached on major economic provisions, he said, leaving only local issues yet to be resolved.

One immediate result of the settlement, he said, would be to accelerate bargaining with other copper companies. The unions are now meeting with Magma Copper, Anaconda Mining, White Pine, and U.S. Metals.

Talks are slated to get under way soon with ASARCO, Phelps-Dodge, Inspiration Consolidated, and a number of smaller companies.

Unions in the agreement with Kennecott are the Steelworkers, Boilermakers & Blacksmiths, Plumbers & Pipe Fitters, Machinists, Laborers, United Transportation Union, Operating Engineers, Carpenters, Railway & Airline Clerks, International Brotherhood of Electrical Workers, Carmen, Office & Professional Employees, and Painters.

Labor blasts move to kill usury laws

A proposal in Congress to abolish state usury laws limiting interest rates on many types of loans would severely hurt American consumers, particularly those on fixed incomes, and lead to weaker state protection against abusive lender practices, the AFL-CIO warned.

Testifying against the proposed Credit Deregulation & Availability Act of 1983, Director Henry B. Schechter of the federation's Office of Housing & Monetary Policy told the Senate Banking Committee, "Consumers bear the brunt of upward interest rate volatility, as does the entire economy, and that will be a more frequent problem in the wake of recent financial deregulation and household investor behavior.

"A tool is needed to deal with that problem for the sake of the consumer and the economy, rather than more deregulation."

Authorize controls

Schechter called for the restoration of credit control authority for the Federal Reserve Board as a tool to achieve steadier growth without great volatility of interest rates and related prolonged periods of high unemployment.

Schechter joined other witnesses representing workers and consumer groups testifying against the measure.

The bill is cosponsored in the Senate by Banking Committee Chairman Jake Garn (R-Utah), and Senators Richard Lugar (R-Ind.) and William Proxmire (D-Wis.).

"This bill would legalize loan sharking and invite a new era of consumer abuses," said Ellen Broadman, government affairs counsel for Consumers Union.

Glenn Nishimura, legislative representative of Consumer Federation of America, said the bill "would cost borrowers billions in additional finance charges and allow lenders to impose a variety of extra fees that would make comparison shopping for loans difficult, if not impossible."

Abolishing limits

The measure would abolish the interest rate ceilings 41 states now impose on consumer, business, and farm loans. Under its terms, a state could legislate new ceilings for itself within three years of enactment. Its backers say the bill is needed to insure the availability of credit during periods of high interest rates, which opponents strongly dispute.

"Usury laws provide affirmative help to persons of limited financial means who need a small extension of affordable credit for an emergency," Schechter stressed. He noted that opponents of usury ceilings argue that high-risk loans to needy borrowers call for higher interest rates. But, Schechter pointed out, the higher interest rates in themselves increase the risk of default.

Interest rate ceilings also are needed to protect unsophisticated borrowers who may not be able to benefit from truth-in-lending laws, laws on unconscionable contracts, and rules governing fraud, he said.

Such rules have not prevented unwary home owners in Arizona, for example, from taking second mortgages with interest rates in excess of 50 percent. Nor have they prevented District of Columbia homeowners from being induced to sign second mortgages with excessive broker fees and effective interest rates in excess of 80 percent.

Instead of adding to the financial anarchy that has developed with more and more financial deregulation, as would happen with enactment of the Garn-Proxmire-Lugar bill, there should be a return to laws governing financing that will help in achieving growth and stability in the economy, Schechter said.

Reasonable ceilings

To deal with problems caused by differences in usury ceilings between states, Schechter called for establishment of reasonable federal usury ceilings "within which there might be state variations."

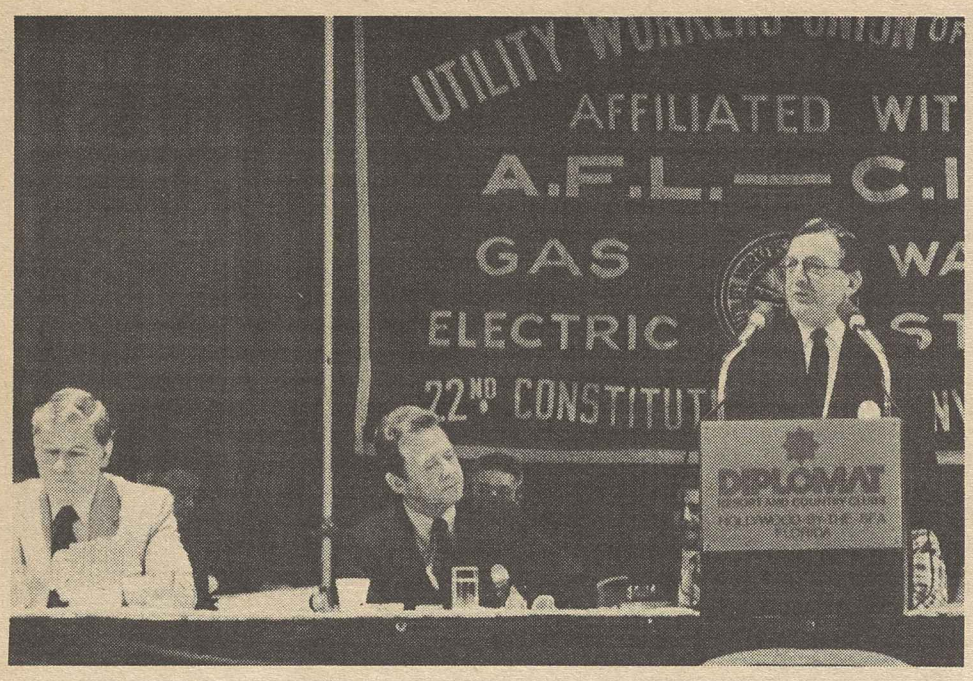
He reminded the panel that the Carter Administration's brief use of credit controls in 1980 quickly brought down interest rates and restored economic growth. Restoration of the authority in the since-expired 1969 Credit Control Act would be of much greater help to consumers and the economy than the bill now before the Banking Committee, he said.

OPEIU elects Corbeil as secretary-treasurer

Romeo Corbeil has been elected by the executive board of the Office & Professional Employees to serve out the term of Sec.-Treas. William A. Lowe, who will retire May 1.

Corbeil, an OPEIU vice president, has been the union's Canadian director since 1974. He will serve in the new post until the triennial convention in Hollywood, Fla., June 6-10.

Lowe has been with the union since 1955, when he aided in the affiliation with OPEIU of the British Columbia Electric Employees Association he headed. He served as an international representative and regional director, and in 1973, was elected secretary-treasurer.



AFL-CIO President Lane Kirkland calls for political action on unfair foreign competition at the Utility Workers convention. UWUA President James Joy, Jr., center, and Sec.-Treas. Marshall M. Hicks voiced their agreement.

Utility Workers approve dues plan tied to pay gains

Hollywood, Fla.—The Utility Workers moved to strengthen the union's financial position by approving a $2 increase in monthly membership dues and a plan to key future dues increases to negotiated wage gains.

The nearly 500 delegates to the union's 22nd convention overwhelmingly approved the dues increase and the allotment of half the rise to the per capita tax paid by locals to the national union.

When the new funding plan takes effect next Oct. 1, the base average local dues will rise from $14.20 to $16.20 a month of which $4.48 will be turned over to the national.

The new base will then serve as a starting point for calculating the annual mandatory dues increase as a percentage of the annual negotiated wage increase. Thirty percent of each dues adjustment will go to the national as per capita tax.

To keep pace

Utility Workers Sec.-Treas. Marshall M. Hicks said the increase is needed to keep pace with rising expenses and to offset a deficit in the general fund created under a system set up in 1971.

In a report to the delegates, President James Joy, Jr., warned that the American utility worker is on the "endangered species" list as a result of the rising import of foreign electric power.

With the Northeast importing 30 percent of its power needs from Canada and the rest of the country about 7 percent, Joy said, the United States is fast becoming dependent on foreign power.

"Unlike other imports such as textiles, steel, televisions, shoes, and radios," he told delegaes, "foreign powers doesn't have, and is not required to carry, a 'country of origin' label. You merely throw a switch, and you are using a foreign import."

AFL-CIO President Lane Kirkland told delegates that "jobs are being exported every day to other lands, and the resulting floods of imports are wiping out still more jobs."

Survival threatened

"As you know only too well, those imports threaten not only the survival of domestic industries engaged in the manufacture of goods, but of many others that had not in the past been regarded as vulnerable to unfair foreign competition, such as electric power production," he said.

"More and more of your members are finding themselves in the same boat as their brothers and sisters who make garments and steel."

Eighteen resolutions were adopted during the three-day convention in charting the union's course for the next four years. The measures call for strong opposition to the importation of electrical energy from Canada, establishing effective safety and health standards for utility workers, setting up a national union safety resource center on toxic substances, support for the development of nuclear energy and the Clinch River breeder reactor, and reducing radiation exposure on the job.

Delegates unanimously re-elected Joy, Hicks, and national Vice President C. Joseph Luciano. They also chose Francis Owens, former business manager of New York Local 1-2, to fill the vacancy created by the retirement of Valentine P. Murphy as executive vice president.

Stepped-up monitoring

Closer watch urged on IMF operations

Congress has a responsibility to examine more closely the type of lending that goes on through the International Monetary Fund, the AFL-CIO told a Senate subcommittee considering a request for an added $3.5 billion American contribution to the IMF.

"There should be procedures adopted to assure that the (private) banks that have made loans to countries which then become financially troubled and cannot pay as scheduled will absorb part of any losses," said Director Henry B. Schechter of the federation's Office of Housing & Monetary Policy.

"Furthermore, the banks should not be permited to profit by charging high fees for the refinancing on the loans when they are rescheduled under IMF intervention."

Schechter cited a statement by the AFL-CIO Executive Council recognizing the need for IMF action to help debtor nations out of their precarious positions. It also recognized, however, the huge cost in dollars to U.S. taxpayers and in jobs to U.S. workers.

Changes needed

The council called for a number of legislative and U.S. policy changes as part of the package authorizing the additional $8.5-billion U.S. participation in the IMF.

Several of the legislative proposals would expand the monitoring function by the Federal Reserve Board. The central bank would be required to increase its surveillance of foreign lending by U.S. banks and to restrict such lending depending on its impact on credit availability and the cost to the U.S. economy as well as the debtor nation's capability of repayment.

The FRB also would be directed to require special bank reserves to cover part of future U.S. contributions to IMF expansion.

Finally, the Federal Reserve Board would be required to report to Congress regularly on the volume, terms, and quality of foreign credit extension by U.S. banks and its effect on the U.S. economy with respect to international trade positions and the availability and cost of credit in the domestic economy.

"The requirements proposed by the AFL-CIO would go far beyond the requirements that the Administration and financial regulators recommend for a strengthened examinations program to advise bank management when loans are too risky and to have more disclosure for the benefit of investors and depositors."

The IMF is supported by quota subscriptions of its member countries. The United States has the largest quota subscription, about 21 percent. At the end of 1982, this had accounted for a net addition to the U.S. Treasury debt of $5.1 billion, plus an additional $1.2 billion resulting from U.S. loans to the IMF's General Agreements to Borrow and Supplementary Financing facility, Schechter noted.

Under recent agreements among IMF members calling for increases in the national quota and in the General Agreements to Borrow fund, the United States would be obligated for another $8.5 billion, of which 25 percent would be paid immediately and the rest drawn as needed.

U.S. obligation

"Given recent trends of calls from the IMF and the tremendous amount of debt rescheduling being required by developing countries and some Eastern bloc countries," Schechter said, "there is a good likelihood that the entire $8.5 billion would be required before long. That would bring the U.S. Treasury cumulative debt increase related to IMF operations to about $15 billion.

With this much of a U.S. investment, the AFL-CIO stressed, Congress has a direct dollar interest in the international lending operations of the banks, should be informed about such operations much more fully and frequently than until now, and should establish additional necessary safeguards to govern such operations.

Private banks in the United States as well as in other countries that engage in international lending are the beneficiaries of the IMF expanding operation funded through a significant degree with U.S. Treasury money, Schechter said.

Labor educators study techniques to assist workers

Nashville, Tenn.—Techniques to help labor educators respond to the needs of workers in difficult economic times were the focus of the annual AFL-CIO Education Conference.

The four-day session, which drew some 125 union and university labor educators, was held jointly with the University & College Labor Educators Association. AFL-CIO Education Director Dorothy Shields co-chaired the conference with UCLEA President Richard Hindle.

In the first part of the conference, participants assessed major problems facing workers and their unions, including plant closings, high unemployment, technological displacement, and foreign competition. The AFL-CIO's proposals for jobs creation programs was also examined.

New technology

A major goal of the meeting was an exploration of new communications technology and its uses for labor educators in all areas of trade union activity.

A presentation on effective use of communication's technology by educators was made by Nick DeMartino, associate director of AFL-CIO's Labor Institute of Public Affairs. Staff members of seven AFL-CIO affiliates provided information on several demonstration projects utilizing new technology, including satellite communications, video tape, cable television programming and computer training.

Among the workshops demonstrating innovative labor education programs were video tape and slide shows on such topics as combating union-busters and promoting union benefits.

Ellen Wernick, education and research director of the Coalition of Labor Union Women, detailed CLUW training programs used in its Empowerment of Union Women Project, which is designed to encourage women to participate more fully in their unions and to sharpen their leadership skills.

The conference also heard trade unionists from Austria and Britain discuss labor education programs in their countries.

Labor offers alternative Caribbean aid plan

Continued from Page 1

tries and just put through a final assembly process in a nation with duty-free privileges.

The AFL-CIO plan would limit duty-free concessions to a maximum of six years, instead of the 12 years proposed by the Administration. It would add to the list of import-sensitive exclusion from the duty-free list various steel products, watches, electronic articles and glass products. Also barred would be products subject to voluntary export restraints by other U.S. trading partners.

Phaseout urged

Koplan urged that expansion of trade preferences for Caribbean and Central American nations be coupled with the phaseout of duty-free privileges for industrial nations that no longer can be considered underdeveloped.

The AFL-CIO testimony urged that economic preferences be used as leverage to improve conditions of the people of the countries and to further programs such as land reform. Labor's proposals, he said, were shaped by the AFL-CIO after consultation with unions in many of the countries involved and with members of Congress.

Koplan urged congressional oversight over any special trade advantages to a country such as Suriname, where citizens opposed to the ruling dictatorship have been arrested, tortured and murdered.

Eligibility for duty-free access to U.S. markets should carry with it a commitment to "basic human rights, safety in the workplace, and the right to organize and bargain collectively," Koplan urged.

A Caribbean Basin bill, he said, should also include provisions in other U.S. trade legislation barring concessions to countries that fail to cooperate with the United States to stop drug smuggling or that give sanctuary to international terrorists.

Under the existing Generalized System of Preferences, most of the duty-free imports into the United States have come from Taiwan, Korea, Hong Kong, Mexico and Brazil, Koplan reminded the committee.

It's time to "graduate" the industrialized nations that have "monopolized the benefits derived from duty-free treatment," Koplan urged. That would give the Caribbean Basin countries a better opportunity to compete for the benefits of preferential trade with the United States.

Three-part plan

In early 1982, President Reagan proposed a three-part Caribbean Basin program of economic aid, trade preferences and tax incentives for investment in the Caribbean and Central American nations.

Congress approved economic assistance, which the AFL-CIO generally supported, sidetracked the tax preferences and deadlocked over the trade provisions. In the lame-duck session last December, the House passed an amended version of the Administration plan but the Senate did not act on it before adjournment of the 97th Congress.

BLS challenged on new productivity measure

The Bureau of Labor Statistics' new multifactor productivity series distorts the common understanding of productivity, uses faulty methodology and is less comprehensive than the traditional measure of worker output per hour, the AFL-CIO charged.

Federation Economist William J. Cunningham, chairman of the productivity subcommittee of BLS's Labor Research Advisory Committee, said the AFL-CIO registered strong protests against issuance of the new measure before its initial release on Apr. 6.

BLS said the new multifactor productivity series is designed to show the changes in the amount of labor and capital used in production.

"As such, it reflects the joint effect of many influences, including changes in technology, the level of output, utilization of capacity, the organization of production, managerial skills, as well as changes in the characteristics and efforts of the workforce," a BLS announcement said.

But, in fact, Cunningham pointed out, the new multifactor measure leaves out the contribution of investment in new plant and equipment in measuring productivity.

"When we want to talk about the contribution of productivity toward a higher standard of living," he said, "we are interested in the overall productivity increase, including the contribution of new plant and equipment.

"The output-per-worker-hour productivity measure is still the best measure of overall productivity because it includes the contribution of all factors relating to productivity, including capital investment."

Annual update

The initial report in the multifactor series provides data covering 1948 to 1981. The series will be updated every September. BLS said the new measure will supplement the existing measure, which measures the output of all persons.

"Basically," says Cunningham, "the multifactor measure is arrived at by removing the contribution of capital investment to overall productivity. The resulting figure has little apparent application except to tell us the effect of a variety of sometimes offsetting factors.

"For example, while a better-educated, better-trained workforce and new technology may have contributed greatly to productivity growth, that contribution has been offset by the lower productivity caused by the recession, unemployment, idle plant and equipment and the damage done by high interest rates and the rapid influx of imports."

The measure contains no information about these factors, he said.

The new measure shows that the nation's productivity rose by an annual average of only one-tenth of 1 percent from 1973 through 1981. The traditional measure of output per hour during the same period showed a rise of eight-tenths of 1 percent a year. Therefore, the growth in business capital per hour, according to the new BLS measure, contributed seven-tenths of 1 percent per year to the growth in output per year.

The new series does indicate that inadequate investment was not a major factor in the sharp decline in the growth of productivity in the 1970s. It gives support to those who argued over the past several years that special tax breaks for investments that were part of the Reagan tax policy program were unnecessary.

Cunningham said the accuracy of the new measure is clouded by dubious methods used to estimate capital stock and the erroneous use of the profit rate to calculate the contribution of capital stock to productivity.

Accuracy questioned

"BLS does not have the tools to accurately measure multifactor productivity or to measure the contributions of other factors such as education and new technology," he said.

"The process of measuring these factors is still in an experimental stage and a subject of study by academicians. It is not really appropriate for BLS to publish a statistical measure which still belongs in the realm of experimentation."

Seafarers upheld in NLRB charges against barge line

Louisville, Ky.—A National Labor Relations Board administrative law judge has found American Commercial Barge Lines guilty of numerous unfair labor practice charges and has ordered the Jeffersonville, Ind., company to bargain in good faith with the Seafarers.

Judge Thomas D. Johnston also ruled in a 180-page decision that the company had discharged SIU members for union activities; refused to use the SIU hiring hall as required in the contract; unilaterally instituted a new pension and welfare plan; unilaterally and unlawfully refused to contribute to various SIU programs and trust fund, and repeatedly refused union representatives access to ACBL vessels.

Besides ordering the company to begin bargaining on a new contract, the decision requires the company to rescind its pension and welfare plans and make contributions to the union's plans retroactive to April 1980; offer employment to the illegally discharged workers with full back pay and interest; use the union hiring hall, and allow SIU representatives access to ACBL vessels.

Costly tactics

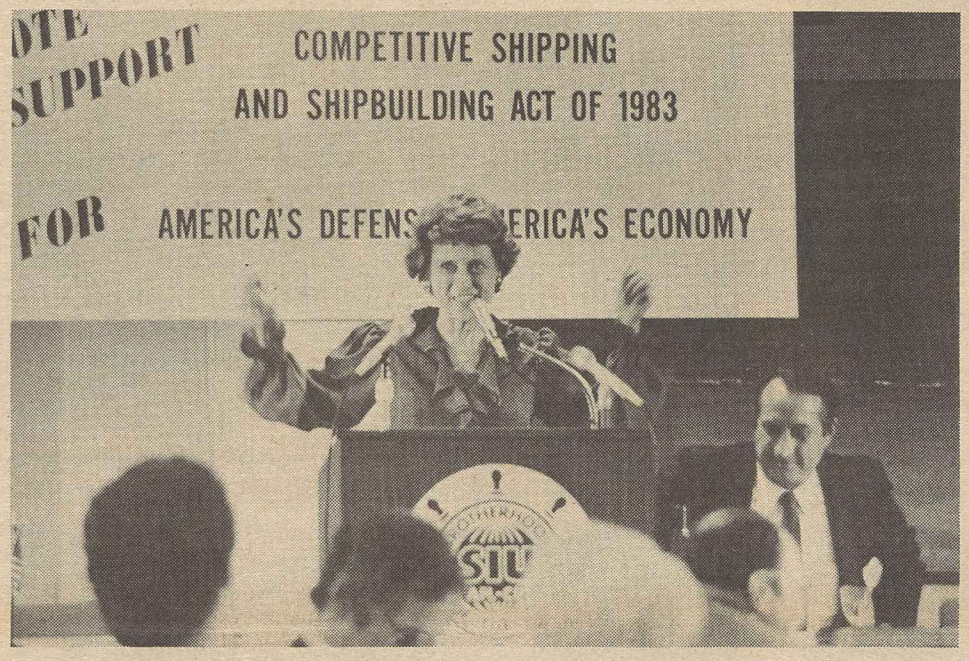
SIU President Frank Drozak said, "ACBL's union-busting tactics have not only failed to accomplish destruction of this union, but will result in great expense to ACBL in terms of lost time, manpower and monies."

The SIU is seeking a new agreement for the nearly 400 members on ACBL vessels to replace a contract that expired in December 1979.

In another contract dispute, 200 SIU members went on strike against Dixie Carriers, Inc., of Houston after its three-year contract expired Mar. 31.

Drozak charged that Dixie Carriers has "made clear its intention to effectively reverse many time-honored contract provisions by seeking to abolish the hiring hall, mandating a probation period, gutting seniority, hospitalization and pension, and eliminating the subcontracting clause."

He said the company attempted to divide SIU's membership between the licensed and unlicensed crew—tactics that fit a pattern used by giant corporations.



For maritime jobs

Rep. Lindy Boggs (D-La.) tells a Maritime Trades Dept. seminar that legislation to revitalize the nation's merchant fleet would create as many as 112,000 new jobs. The bill is designed to reverse the serious decline in the U.S. bulk cargo fleet while strengthening national security. MTD President Frank Drozak is at right. Some 300 maritime, shipping, government, and labor representatives attended the conference at the Seafarers' headquarters in Camp Springs, Md.

Quick notice asked of ban on social security pullouts

The Service Employees called for "quick action" by the Internal Revenue Service to advise non-profit employers they can no longer withdraw from the social security system.

Since Congress closed the withdrawal loophole for non-profit employers with the 1983 amendments to the Social Security Act, SEIU President John J. Sweeney said in a letter to IRS Commissioner Roscoe Egger, the SEIU wants to "make sure the problem is put to rest as quickly as possible."

"Unless action is taken immediately," Sweeney said, numerous non-profit employers whose withdrawals from social security were scheduled to take effect Mar. 31 could stop deducting social security taxes.

"At the very least, this will confuse employees of those institutions," Sweeney said. "At the worst, it could make them liable for significant back taxes once the true situation is revealed to them and their employers."

Sweeney said the 1983 amendments, which require mandatory participation by all non-profit employers in the system as of Jan. 1, 1984, will stop "the hemorrhaging of the social security system due to withdrawals."

Sweeney told Egger that "considerable confusion surrounds the current situation. Misled by hard-sell campaigns from insurance brokers, hospitals are continuing to file withdrawal notices."

"He said workers are still being told of "the allegedly rosy future of being out of the social security system and away from unwelcome government regulations."

Wave of withdrawals

The SEIU, which includes representation of health care and public workers, has fought a wave of social security withdrawals by hospitals and local government employers for the past year and a half. More than 1,000 non-profit employers have filed two-year withdrawal notices since 1980.

The union had won a partial victory in federal court with a ruling that the IRS must make a limited disclosure of the names of employers filing withdrawal notices. Under previous law, employers were not required to notify employees that they had filed for withdrawal.

Reagan battles Congress over economic course

Continued from Page 1

nationwide radio speech that repeal of tax-bracket indexing "would wreck the progress we have made" and said he would veto any such action. The tax cuts, which have gone mostly to those with the highest incomes, are needed to stop "creeping socialism," the President insisted.

The House, meanwhile, prepared to take up a recession-relief measure the Administration opposes and labor supports.

It would set up a loan fund to enable jobless homeowners who have fallen behind on mortgage payments avoid foreclosure.

In a letter to House members, AFL-CIO Legislative Director Ray Denison urged that it be strengthened with an amendment that would provide comparable assistance to recession victims facing eviction from rented apartments.

On deck is a second-phase jobs bill approved by a House Education & Labor subcommittee headed by Rep. Augustus F. Hawkins (D-Calif.), who was co-author with the late Sen. Hubert H. Humphrey of the long-neglected Full Employment & Balanced Growth Act.

It would provide direct grants to local governments to allow them to hire long-term unemployed persons to restore, rehabilitate and maintain public facilities.

$5 billion to start

As approved by the subcommittee, the bill would authorize $5 billion for the remainder of this fiscal year and then authorize funds for future years that would rise or fall with the level of unemployment. The target would be to provide public service jobs for 20 percent of the nation's long-term unemployed.

The full Education & Labor Committee had been scheduled to mark up the bill on Apr. 13 but action was postponed to let the subcommittee consider language to tighten guarantees that local governments would not lay off regular workers and replace them with persons hired with the federal funds.

The Administration opposes the bill and President Reagan has attacked public service employment as what he calls "make-work" jobs.

Rep. Burton mourned as labor's ally

The trade union movement lost a staunch and effective ally through the death of Rep. Phillip Burton (D-Calif.), a key strategist for liberal causes during his 18 years in Congress.

Burton, 56, was stricken by a heart ailment in his San Francisco congressional district. He had been chairman of the Labor-Management Relations subcommittee of the House Education & Labor Committee and had a career COPE record of 226 "right" and only 15 "wrong" votes.

Burton is a former chairman of the Democratic Study Group, the liberal caucus in the House, and in 1976 came within one vote of election of House majority leader. He was the author of the congressional redistricting plan adopted by the California legislature last year which was a contributing factor in a six-seat Democratic pickup in last November's election. Republicans had targeted his seat for a major retaliatory effort but Burton won easy re-election to a 10th term.

David Taylor appointed deputy director of ILO

Geneva—David P. Taylor has been appointed to a five-year term as a deputy director general of the International Labor Organization, ILO Director General Francis Blanchard announced.

Taylor, 48, a partner in a management consulting firm, had been executive assistant to then-Labor Sec. George P. Shultz in 1969-71.

More than 250,000 visitors viewed the six-day show.

Union Label spotlights skills

AFL-CIO Sec.-Treas. Thomas R. Donahue tries out the Railway & Airline Clerks model pike.

Video programs produced by the Labor Institute of Public Affairs highlighted an exhibit on communications.

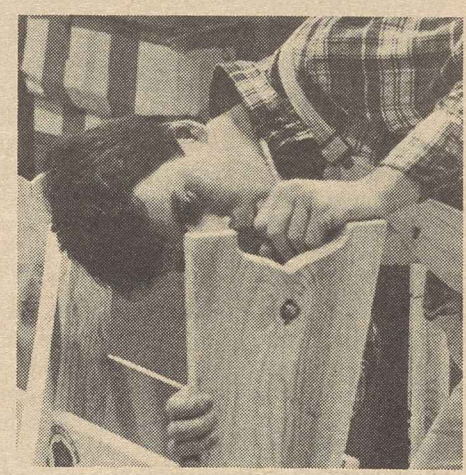
The 1983 Union-Industries Show drew record crowds during its six-day run in St. Louis. The free public show featured 300 exhibits by AFL-CIO unions, employers, government agencies and community service organizations.

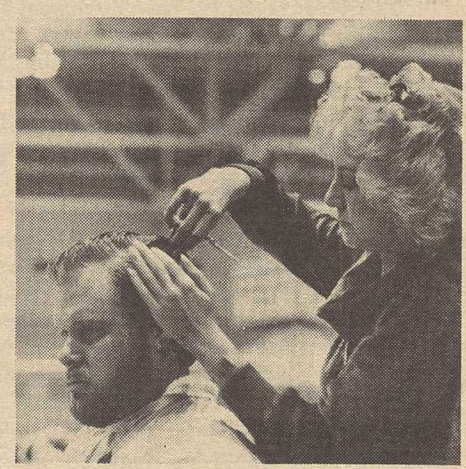
It was produced and managed by the Union Label & Service Trades Dept., which stages the show in a different major city every year to combine entertainment with an educational message about workers and their unions. Popular events at the show were the many live craft and skill demonstrations by union members. Some let show visitors try their own hands at jobs; others provided a close-up view of jobs and skills.

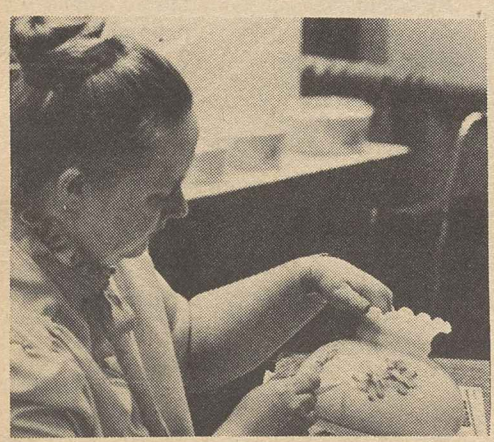
More than $100,000 worth of prizes, free samples and valuable products were given away. The show stressed the role of unions in advancing and protecting the interests and rights of workers, as well as the positive role the labor movement plays throughout American life.

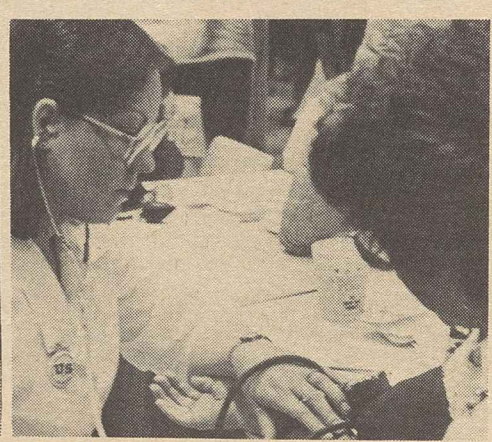
Bakery Workers give away tasty samples.

Machinist explains how jets work.









Union painters, nurses, bakers, glass workers, beauticians and carpenters ply their skills.

EDITORIALS

20 Years Apart

THIS IS A tale of two presidential administrations, exactly 20 years apart.

Go back to April of 1963, early in the third year of John F. Kennedy's presidency. The Labor Dept. has just announced a drop in the unemployment rate from 6.1 percent to 5.6 percent.

That was substantially less than when President Kennedy took office, but the Administration was not sending up any cheers.

W. Willard Wirtz was Secretary of Labor at the time, and the AFL-CIO News for Apr. 6, 1963, recorded his reaction.

It's not good enough, Wirtz told reporters. "My feeling is about what it would be if somebody's temperature dropped from 104 degrees to 103 degrees."

The 5 million persons still unemployed, and those others who weren't counted because they had given up the job search, represent "human waste, human tragedy, a problem that this nation has to face."

Wirtz called for passage of the Kennedy Administration's Youth Employment Opportunities bill to give job experience and training to tens of thousands of out-of-school, out-of-work youngsters.

He urged putting people to work building schools, highways, hospitals and water projects, called for improvement of unemployment benefits, and urged a cooperative effort by government, labor and management to provide jobs for workers displaced by automation.

BUT THIS, of course, is April of 1983, and there is a different Administration in office.

It is the third year of the Reagan presidency, and unemployment is substantially higher than it was when Mr. Reagan took office. But the unemployment rate has just slipped from 10.4 percent to 10.3 percent, and the White House is jubilant.

Larry Speakes, the deputy press secretary, cites the "extremely encouraging" news as evidence of continued progress.

The Republican national chairman, Frank Fahrenkopf, is even more euphoric. He tells reporters that now even President Reagan's critics would have to admit that he is "getting the job done."

President Reagan, meanwhile, threatens to veto "make-work" bills and seeks to curtail eligibility for unemployment compensation.

And just by coincidence, this Administration also has a "youth opportunities" bill it wants Congress to enact. It calls for fighting unemployment by lowering the minimum wage.

Turning the clock back may not be such a bad idea, after all. Say about 20 years.

Polish Ploys

POLAND'S RULERS continue to harass Lech Walesa because he refuses to renounce the goals of the free trade union movement he helped build.

They drag him away for police questioning, eventually release him unharmed except for the slander of a government statement implying that he was being released because he had "cooperated" with the authorities.

In fact, an angry Walesa made clear, he had refused to answer any questions about his meetings with Solidarnosc underground leaders. But that's an old trick totalitarian regimes regularly use.

The next day, his wife is called in for questioning, body-searched, and detained for three hours.

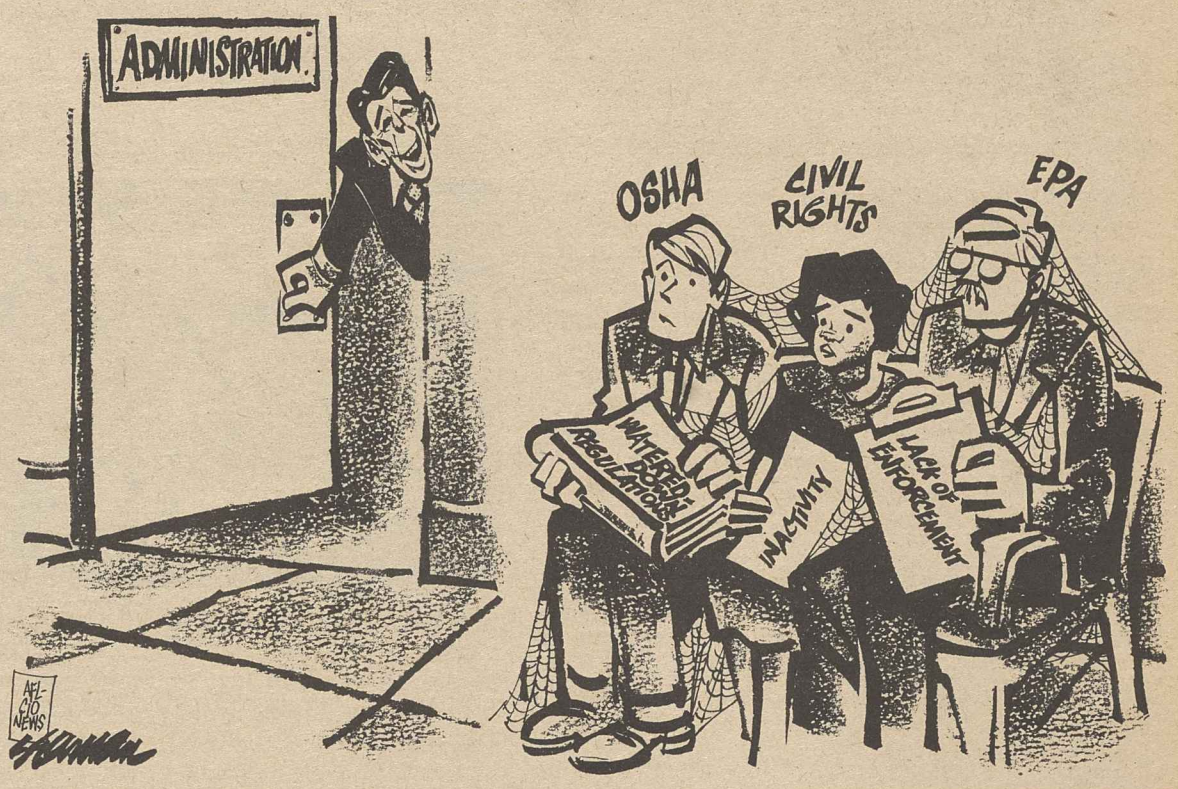
On an earlier occasion, Walesa had been bundled into a police car and driven on an all-day trip to nowhere to keep him from making a scheduled speech.

The reminder, all too vividly, is that 1984 is just a year away.

But it is not Walesa the man who represents the danger to the repressive regime, but the spirit that he and his co-workers at the Gdansk shipyard unleashed by their successful strike. It spread to every corner of the nation, and there is no way it can be bottled up again.

Freedom is just too contagious.

'Don't Call Us—We'll Call You!'



Washington Window

Decontrol to relight fuse on gas price skyrocket

By Press Associates, Inc.

Spring is here, flowers are budding and utility cutoffs are sweeping the nation.

It was bad enough that hundreds of thousands of gas-heated households were discontinued during the winter because people could not pay soaring gas bills. But now, with warmer weather, state moratoriums on cutoffs are expiring and those who cannot pay their energy bills will do without.

The consumer may learn more about this national scandal as the multi-billion dollar battle over natural gas decontrol heats up in Congress.

"The stakes are enormous," declares the Citizen/Labor Energy Coalition (CLEC).

The coalition points out that natural gas prices have risen by a national average of 215 percent since passage of the Natural Gas Policy Act of 1978.

Under current law, the major oil companies which produce gas will increase the amount they extract from consumers by $135 billion over the next four years. Under accelerated decontrol sought by President Reagan, the increases would total $185 billion.

To check runaway gas prices, bipartisan support is mobilizing in Congress behind the Natural Gas Consumers Relief Act.

Legislative price lid

Some 84 House members led by Representatives Richard Gephardt (D-Mo.) and Dan Glickman (D-Kan.) support a bill which would curb price increases under current law as well as the "backdoor decontrol" permitted by the government. A coalition in the Senate led by Senators Nancy Kassebaum (R-Kan.) and Thomas Eagleton (D-Mo.) is pushing similar legislation.

The Consumers Relief bill would limit the rising costs to an estimated $64 billion, compared to the $185 billion hike sought by Reagan.

The Reagan proposal to decontrol all gas by Jan. 1, 1986, would double wellhead gas prices, increase residential gas bills by 67 percent and increase the nation's gas bill by $50 billion more than under current law, according to CLEC, and oil companies would be the main beneficiaries of skyrocketing prices.

Under current law, so-called "new gas" drilled after February 1977 would be decontrolled by Jan. 1, 1985, while price controls on "old gas" drilled before February 1977 would continue indefinitely. "New gas" prices have been allowed to rise in stages under the 1978 law.

Rollback and extension

The Consumers Relief bill would roll back gas prices to 1982 levels, extend controls on "new gas" until Jan. 1, 1987, and maintain controls on "old gas." It also would reform "take-or-pay" contracts that force pipeline companies to buy more expensive gas from producers even when cheaper gas is available.

The AFL-CIO recently told the Senate Energy Committee that without price controls, "American consumers are at the mercy of the monopoly power of natural gas producers and pipelines."

Those dependent on unemployment benefits, the coalition said, had less than $75 left over each week for food, housing and other expense after paying excessive home heating bills this past winter.

The coalition said natural gas prices have risen much faster than Congress anticipated when it passed the 1978 decontrol law. "This is in large part due to actions taken by the Federal Energy Regulatory Commission (FERC) to raise prices," it said.

Especially under its Reagan-appointed chairman, C. M. Butler III, FERC has been engaging in "backdoor" administrative decontrol, the coalition charged. Butler was formerly an oil company lawyer.

AFL-CIO news

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Vol. 28, No. 15 SATURDAY, APRIL 16, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
American Federation of Labor and Congress of Industrial Organizations

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Thomas R. Donahue, *Secretary-Treasurer*

Executive Council

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MEMO FROM COPE

ODDS 'n ENDS

CAMPAIGN CASH now so abundant — due to huge number of political action committees (PACs) —that U.S. House members have big bundle left over after paying all 1982 campaign expenses. *New York Times* reports 57 members have cash on hand upwards of $100,000 each (not too long ago you could run an *entire* congressional campaign for that) and that 17 of these had over $200,000. Another 66 were in the $50-$100,000 surplus range. Total left over among all House members $19.9 million—two-thirds of total public funding that went to Ronald Reagan and Jimmy Carter in 1980.

GREAT RECOVERY we're having, Reagan Administration informs us. Try telling that to the 6,564 businesses that went down the drain between January 1 and March 17, 2,000 more than preceded them in the same period in 1982, which was a record post-Depression year. Per-week average of failed businesses so far this year is 599. Last year, 486.

TELLING THE JOBLESS, too, about fantastic recovery isn't selling in Peoria, or anywhere else. Nearly two million more unemployed as of this February than a year before, in large measure because another indicator—factory utilization—was down to 68.5 percent from 72.2 in February of 1982. Unemployed gave Reagan an earful when he went to Pittsburgh recently to laud the marvels of high-tech, showing no recognition that revitalization of hard-hit basic industries is essential to a healthy American economy and promising American future.

'ADEQUATE LEVEL' of health care available to *all* citizens is an "ethical obligation" of our society, a presidential ethics commission insists. The 11-member panel, eight of whom are Reagan appointees, charged our government falls far short of this goal—at least by implication criticising Administration's deep cutbacks in federally-aided health care programs. The panel said: "Inequities still exist in the financial protection people have against the cost of (health) care, in the availability of health facilities and professionals, in the use of services and in the quality of care received." It said hardest hit are "working families of modest income, the very poor, members of racial and ethnic minorities and people who live in very rural and inner-city communities." That's a whole lot of people. It could add to that list the recently-unemployed, millions of whom lost health coverage.

IF FOR NO OTHER REASON, Ronald Reagan should run for re-election in 1984 to save the Republican Party from a gut-busting internal battle. That's the thrust of a warning issued by Rep. Guy Vander Jagt (Mich.), chairman of GOP Congressional Campaign Committee. He was even more blunt about it. "The Republican Party will tear itself apart" if Reagan does not run, he said, because the "pent-up frustration" of the GOP's right wing would be aimed at anyone trying to succeed Reagan. Many of the right-wingers already are ticked off at the President because he hasn't put through their entire agenda. They'd be even less willing to follow the banner of a less conservative candidate. Fact is, Reagan has done pretty nicely by them, but they're 100 percenters: To the truly pure, you are with us 100 percent, or you are not with us, period.

REAGAN HOLDS FIRM on third stage of tax cut, still hasn't caught on to what first two did to swell deficit. He repeats threat to veto any attempt to repeal final stage, due in July. Some members of his own party are poised to jump ship if repeal reaches debate and vote stage.

THOSE TAX CUTS, actually, are very deceptive. What they've done—combined with Reagan withdrawal of large chunks of aid to the states—is force states and localities to *increase* their taxes. End result is going to be gross redistribution of wealth in an upward direction—to the rich. Some economists predict by 1984 lowest 60 percent of nation's wage-earners will pay more in taxes than they did in 1980; next 20 percent in $20-$30,000 income range will pay slightly reduced taxes; the less than one percent making more than $100,000 will reap from $4,000 to $20,000 a year.

WHY THE BREAD LINES *this* recession when they didn't appear in other slumps since World War II? Brookings Institution says major reason is federal government provides far less help for jobless in this one. In 1976, for example, during another GOP recession, two-thirds of jobless got regular or extended unemployment benefits in an average week. In Reagan recession, only slightly more than one-third get that help. In addition, there's been simultaneous cutback in other forms of federal assistance that can help jobless. Reagan "voluntarism" just won't do what has to be done.

WATT DOESN'T SHINE in big PR campaign to persuade Americans he's best Interior Secretary since forests were invented. He turns up on any talk show that will have him, claims his conservation-environment policies "have the full support of the Congress on all issues" and that "The governors of the west fully support everything we're doing." The facts are he has as many critics in Congress as Anne Gorsuch-Burford and the western governors have given him unshirted hell on more than one occasion. One, Toney Anaya (D-N.M.) has called for Watt's resignation.

States Blaze Trail in Public Financing of Elections

Public financing of presidential campaigns works. The approach was used first in 1976 and again in 1980, when both Ronald Reagan and Jimmy Carter received $30 million for their campaigns from funds checked off by taxpayers on their federal tax forms.

The 1980 experience was skewed somewhat, however, by independent expenditures of more than $10 million spent by ad hoc committees on behalf of the Reagan candidacy. (About $1 million was used for Carter in the same way.) With both Carter and Reagan using public funds, therefore ruling out independent contributions directly to their campaigns, the independent expenditures route by non-candidate, non-party committees enabled private givers to funnel money into the presidential race.

Despite this, the process wins wide approval, and few would argue that the independent expenditures of 1980, at least, contributed substantially to the final result. Maybe in a later campaign they will.

If not overwhelming, citizen acceptance has been encouraging. Last year, 27 percent of all taxpayers checked off for the public campaign fund on their tax forms. The fund is expected to reach nearly $200 million when this year's tax season ends (it totalled $188 million for the 1980 campaign), enough to finance primary candidates who want to go the public funding path and, ultimately, the '84 finalists.

Which brings us to extending the public financing concept to U.S. House and Senate campaigns. The notion has been around a while. Proposals have been introduced in the past several Congresses, and again in the present one. Gradually, public and congressional interest increases, spurred now by the burgeoning of political action committees (PACs)—there are 3,400 of them—and growing public concern about their influence on election results.

But, realistically, public financing of U.S. House and Senate elections doesn't seem to be in the cards for the near term. Which is a pity, because the practice brackets congressional races. That is, it's used for presidential campaigns and — more and more—at the state election level.

In fact, the states are becoming trail-blazers in public financing. In the past 10 years, according to the Citizens Research Foundation, 17 states have adopted some form of public funding and there is a move toward it now on in at least 10 states. Like fingerprints, no two are exactly alike.

For example, in 12 states there is a citizen tax check-off arrangement on state tax forms similar to the federal check-off, in which the contribution comes out of what the citizen pays in taxes. In five, the state tax form provides a space in which citizens can designate they are willing to kick in a little extra of their own to finance state campaigns.

In some states, the funding is earmarked only for gubernatorial candidates. In others, certain other statewide officers. Some include state legislative candidacies. In some, candidates draw from public funding on matching basis with small private sums.

But, whatever form public funding takes, in the states where it's in practice it gets good reviews from both politicians and citizen groups, and reasonably good taxpayer willingness to contribute. Maybe Congress will join the pack some day.

* * * * * *

Meanwhile, interim steps keep popping up in Congress. Recently, a bipartisan group of 50 House members introduced a bill to limit to $90,000 the amount that any House candidate may receive in aggregate from PACs in a two-year election period. And the proposal would put a $200,000 spending lid on candidates in general elections for the House. It would provide, too, for partial public financing on a voluntary basis by candidates, with extra public money given to candidates whose opponents ignore spending limits.

Unemployment 1950 to Now—Truman to Reagan

The chart below traces the unemployment rate through the last three decades and into this one, through eight Presidents—Harry S Truman to Ronald Reagan, with Eisenhower, Kennedy, Johnson, Nixon, Ford and Carter in between. In this period were five recessions. The latest is the deepest by far.

Unemployment, 1950-1983

(Percent of civilian labor force)

Year	1950s Unemployment Rate (%)	Year	1960s Unemployment Rate (%)	Year	1970s Unemployment Rate (%)	Year	1980s Unemployment Rate (%)
1950	5.3	1960	5.5	1970	4.9	1980	7.1
1951	3.3	1961	6.7	1971	5.9	1981	7.6
1952	3.0	1962	5.5	1972	5.6	1982	9.7
1953	2.9	1963	5.7	1973	4.9	1983	
1954	5.5	1964	5.2	1974	5.6	Jan.	10.4
1955	4.4	1965	4.5	1975	8.5		
1956	4.1	1966	3.8	1976	7.7		
1957	4.3	1967	3.8	1977	7.1		
1958	6.8	1968	3.6	1978	6.1		
1959	5.5	1969	3.5	1979	5.8		
high	**6.8**	**high**	**6.7**	**high**	**8.5**	**high**	**10.4**
low	**2.9**	**low**	**3.5**	**low**	**4.9**	**low**	**7.1**

Source: Bureau of Labor Statistics, U.S. Department of Labor

AFL-CIO news

VOL. 28. NO. 16
SATURDAY
APRIL 23, 1983

Building trades leaders press for action on jobs

AFL-CIO President Lane Kirkland addresses building trades conference.

Conference seeks spur to recovery

By David L. Perlman

More than 3,000 local leaders of America's building trades unions proposed a top-priority "jobs agenda" to Congress and to the Administration, seeking bipartisan support for its enactment.

They pressed for firm commitments to a package of construction programs designed to fuel economic recovery while leaving a tangible legacy of housing, roads, new energy sources, industrial modernization and public facilities.

They heard pledges of strong support from leading Democrats who spoke to them, encouragement from Republicans seeking to change their party's course—and friendly words from Administration officials. But the keynote from President Robert A. Georgine of the AFL-CIO Building & Construction Trades Dept. stressed that words are not enough.

"Neither Congress nor the Administration is doing all that it can or should do," Georgine declared. "America has waited too long to go back to work."

The grim backdrop to the department's three-day national conference was continued Depression-level joblessness.

One in four

The unemployment epidemic, now in its second year, has struck down one out of four members of the 15 affiliated construction crafts—1,072,000 out of 4,100,000 members.

"That makes 1,072,000 reasons why the principal item on our agenda must be jobs," Georgine said.

AFL-CIO President Lane Kirkland told the delegates that their agenda is a central part of the AFL-CIO's comprehensive economic recovery program.

He scored the paradox of high unemployment among experienced construction workers while "millions of Americans cannot find reasonably priced housing. And

Continued on Page 3

Senate stalls withholding of tax on interest

A labor-supported effort to prevent abandonment of a scheduled withholding tax on dividend and interest income shifted to the House after the Senate caved in to pressure generated by the nation's banks.

At stake is an estimated $4 billion a year in revenue needed to pay for essential programs and hold down the budget deficit. That's what the government loses because many taxpayers—especially those in higher income brackets—don't list their income from stocks and bank deposits.

By contrast, wages and salaries have long been subject to withholding and are fully taxed.

The Senate stopped short of outright repeal of the 10 percent withholding requirement that is scheduled to go into effect on July 1. Instead, it voted 91-5 for a so-called "compromise" that would delay withholding at least four years.

The controversy split party lines. In the first stages, when the issue was outright repeal, President Reagan said he would veto any repeal bill. Other foes of repeal included, in addition to the AFL-CIO, the Republican leadership in the Senate and the Democratic leadership in the House.

GOP divided

The Senate battle began with Sen. Bob Kasten (R-Wis.) leading the fight for repeal and Finance Committee Chairman Robert Dole (R-Kan.) the chief opponent.

When it became obvious that the repeal forces had the votes to win, Dole and Kasten agreed on a compromise that was widely viewed as a face-saver to avoid an embarrassing defeat for the President and get him off the hook on his promise to veto a repeal bill.

The first step was a 55-40 vote to table a motion for outright repeal of the withholding tax. This paved the way for adoption of the compromise which most observers consider tantamount to repeal.

The action was taken as an amendment to a Senate-initiated reciprocal trade bill, which was then passed and sent to the House by voice vote. But that could add a new dimension to the legislative battle still ahead.

Under the Constitution, revenue measures are required to originate in the House. And while there are numerous gray areas of interpretation, the House has historically resisted any erosion of its prerogatives. A point of order would almost certainly be raised against taking up the Senate-initiated measure.

Petition filed

A discharge petition to force the Ways & Means Committee to bring a bill to repeal the withholding requirement to the House floor was filed earlier this year but has failed to get the needed 218 signatures.

A letter from AFL-CIO Legislative Director Ray Denison urging House members not to sign the discharge petition attacked the "misleading lobbying campaign of the banks" and emphasized that the withholding requirement does not represent a new tax but a "long overdue" improvement in tax collection.

Denison noted that the law provides for exemption of lower-income persons, especially the elderly, from the withholding requirement.

Security, jobs at stake

New approach sought to revitalize industry

America's crumbling industrial base must be rebuilt in order to sustain a full employment economy and preserve the United States as a world power, labor witnesses insisted at House hearings.

In joint testimony, the AFL-CIO and the Industrial Union Dept. stressed labor's concern at the wipeout of manufacturing jobs and the lack of any "coherent national policy" to reverse the trend.

Assistant Research Director Arnold Cantor, testifying for the AFL-CIO, and Brian Turner, the IUD's legislative and economic policy director, pressed for both government and private-sector commitment to reindustrialization.

Joint commitment

"Success in rebuilding American industry will require a new kind of social contract among business, labor and government," they told a House Banking subcommittee. The panel, headed by Rep. Joseph G. Minish (D-N.J.), is holding hearings on a national industrial policy.

Another union witness, Auto Workers Research Director Sheldon Friedman testified on the specifics of the automobile industry's importance to the U.S. economy.

The AFL-CIO and IUD statement warned that the United States can't become a viable service economy with a handful of workers in "high-tech" jobs and the less skilled dead-ended in fast-food establishments.

Closing of plants and overseas production of goods also affects the service sector, the labor witnesses noted. "A weakened industrial sector therefore means fewer service jobs."

Cantor, who presented the joint testimony, stressed that the central issue is "jobs and incomes for Americans."

If the nation's industrial base is eroded, he asked, "where will the millions of workers in these industries find decent jobs at decent pay?" And "what will become of our great cities when their industrial infrastructure and public facilities crumble?"

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LEGISLATIVE ALERT!

PAGE 8

Kirkland backs MX panel on missile deployment plan

AFL-CIO President Lane Kirkland, acting on the advice of the Executive Council's Defense Committee, endorsed a presidential advisory commission's recommendations that the United States deploy 100 MX missiles in existing Minuteman silos. The council panel described the commission's plan as "thoughtful, balanced and feasible."

"In its key elements," Kirkland said, "the commission's report is consonant with the views expressed by the AFL-CIO Defense Committee in its interim report to the Executive Council last February."

Under the plan drawn up by the President's Commission on Strategic Forces, the MX missiles, each armed with 10 warheads, would be placed in silos in southeastern Wyoming and southwestern Nebraska that now house Minuteman III missiles.

At the same time, the council committee—headed by Vice President John H. Lyons—expressed support for the commission's proposal that the nation "begin designing a new, small single-warhead missile which could be deployed in several basing modes—e.g., in hardened silos and hardened mobile launchers."

The commission, chaired by retired Air Force Gen. Brent Scowcroft, issued its recommendations on Apr. 11. President Reagan formally adopted the package on Apr. 19. The commission was appointed in January to help the Administration break a long political deadlock over a way to reduce the potential vulnerability of

Continued on Page 4

The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

4/23/83

The play's the union thing

Lineman and Sweet Lightnin', a labor play commissioned by the Communications Workers, will have its premiere performance Apr. 29 at the Kennedy Center for the Performing Arts in Washington.

The new theatrical production was written by Jehane Dyllan, an actor and playwright whose company, Union Sister Productions, Inc., is co-producing the play with the union.

CWA President Glenn Watts called the drama an "organizing play," intended to show that the union understands "the complexities of the modern workplace.

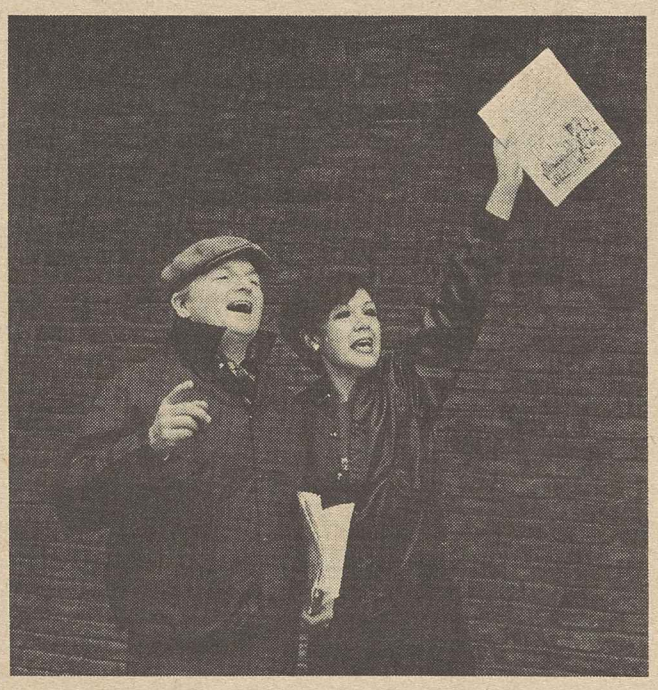
He termed it a "bold response to criticisms that unions are out of touch with their members."

Using the theatrical medium, he observed, demonstrates that unions "are prepared to use new tools to bring the stories of workers to life for the public, our members and potential members."

The story, set at a "composite" telecommunications plant in Memphis, Tenn., dramatizes the feelings of workers during an organizing campaign and traces their growing unity and determination during bargaining for a first contact against tough management opposition.

The play stars Dyllan as Lightnin,' an in-plant leader, and Paul Meacham as Lineman, a CWA organizer and field representative. Meacham has appeared on stage and in feature films and network television programs.

Dyllan also wrote, produced and acted in "Silkwood," a play based on the life of Karen Silkwood, a nuclear plant worker who was killed in a car crash on the way to a meeting with a reporter to talk about safety problems at the plant.



Meacham and Dyllan as Lineman and Sweet Lightnin'.

Following the Kennedy Center preview, the play will be staged at CWA's convention in Los Angeles in June and begin a national tour. Booking information is available from the CWA Organizing Dept., 1925 K Street, N.W., Washington, D.C. 20006, 202-728-2370.

The play is directed by Bobbi Ausubel, chairperson of the theater division of the Boston Conservatory, and includes music by the Grammy Award-winning composer, Bill Danoff. The production design by Gail Van Voorhis incorporates photography by Earl Dotter and watercolor art by Susan Moeller.

UAW voting on Caterpillar strike accord

Detroit—The Auto Workers announced tentative agreement with the Caterpillar Tractor Co. on a new three-year contract to end the union's longest national strike against a multi-plant employer.

Details of the accord were not disclosed pending ratification of the agreement. Voting by 10 UAW locals in six states is expected to be completed no later than Apr. 24.

The strike protesting the firm's demands for wage and benefit concessions began last Oct. 1, when the previous three-year agreement expired. The longest previous strike by the union was against International Harvester in 1979-80, and lasted 172 days.

Some 21,000 active UAW members, plus 15,000 on layoff, would be covered by the new contract. The workers are situated in Illinois, Iowa, Ohio, Pennsylvania, Tennessee, and Colorado.

Sought concessions

Caterpillar, based in Peoria, Ill., manufactures earth-moving equipment and diesel engines. It sought contract concessions after reporting a 29 percent drop in 1982 sales, its first in half a century.

Hard hit by the recession, the company laid off thousands of workers, most of them UAW members. The firm went $172 million into the red for the first quarter of 1983, nearly equaling the $189-million net loss posted for all of last year.

Earlier this month, UAW President Douglas Fraser and Caterpillar Chairman Lee Morgan met in an effort to reconcile the parties' differences over economic issues and end the long and bitter dispute.

Program backed to foster democracy abroad

By James M. Shevis

Creation of a federally funded, privately run National Endowment for Democracy to foster and strengthen democratic values and institutions abroad "is long overdue," the AFL-CIO declared, as it pledged strong support for the proposed agency.

"This proposal could not come at a more important time," Federation President Lane Kirkland told members of the House Foreign Affairs subcommittee on international operations chaired by Rep. Dante Fascell (D-Fla.).

"We feel the pressures constantly from those needing help," he said. "At the same time, we see enemies of free trade unions and democracy pouring millions into efforts to defeat us."

Kirkland appeared before the House panel with the chairmen of the Republican and Democratic National Committees, Frank J. Fahrenkopf, Jr., and Charles T. Manatt, respectively. Fascell has proposed federal funding of the endowment, which was started with private contributions to the American Political Foundation from the two political parties, the AFL-CIO, and the U.S. Chamber of Commerce.

The foundation, established in 1979, is guided by a board of directors made up of Democrats, Republicans, independents, liberals, conservatives, labor and business representatives. Its Democracy Program has been studying the feasibility of establishing the democracy endowment since the spring of 1982.

Kirkland is a member of the Democracy Program's executive board, which is chaired by William E. Brock III. In submitting the study project's interim report to the Fascell subcommittee, Brock said:

Opportunity

"The moment is at hand in this country to invest the bipartisan tradition with new meaning through congressional adoption of our major recommendations and support for our package of new initiatives."

He said the series of non-governmental activities abroad is designed to expand the involvement of the two major political parties, labor, business, and other private sector institutions in the United States in the process of international political exchange and democratic assistance.

"There is a hunger for this project everywhere we've been," said Brock, noting that planners have been to a number of countries in the course of preparing the report. "People want it."

Fascell, who is steering the legislation to set up the endowment, said his panel will begin drafting a bill on Apr. 25. Its backers seek an initial two-year authorization with annual funding beginning in the fiscal year that starts Oct. 1.

While not an agency of the U.S. government, the endowment would be subject to congressional oversight procedures. Once in operation, it would disburse funds to instrumentalities created by the two American political parties, the American labor movement, business and other organizations, all of which would conduct international programs tied to the endowment's primary function of increasing the U.S. private sector's international involvement.

"We have spent lots of time in this country considering sanctions, military aid cutoffs, public outrage, and loan denials" to oppressive regimes, Kirkland said in his testimony. "But we have largely ignored the other side of the coin. We have failed to help those domestic groups who would use and protect these rights develop the ability to do just that."

As called for in the interim report, each of the two political parties would immediately create foundations, or institutes that would engage in exchanges with kindred parties and other groupings both in the industrialized democracies and the Third World developing nations.

The AFL-CIO would conduct its programs through its newly activated Free Trade Union Institute, while American business interests would set up a new Center for International Private Enterprise to carry out its aims.

The Free Trade Union Institute, originally formed in 1978 to conduct exchanges with unionists in Spain and Portugal, became inactive in 1981 but was revived in January to perform research and prepare publications in the area of international trade unionism.

History of helping

Kirkland noted that for several decades, the AFL-CIO has materially aided union development in Asia, Africa, and Latin America through its regional institutes.

"But there is something quite new and different about what we are suggesting here," he said. "First, the organization we hope to create will give us all an opportunity to share perceptions and wisdom. Naturally, given the long and durable experience of the AFL-CIO in this kind of work, I hope our successes and mistakes will be of some use to others.

"It also gives us in the labor movement the control and autonomy we must have to make our own decisions about what we think is right."

Kirkland said American labor would strive especially to help unionists abroad develop and participate in democratic electoral processes, offer new unions and those suffering repression at the hands of governments basic administrative support, and do more to publicize their plight and dramatize their needs.

Louisiana labor maps drive for heavy election turnout

Baton Rouge, La.—The Louisiana AFL-CIO's 28th convention focused on next fall's state elections and efforts to counter setbacks to workers in the recent special session of the state legislature.

Two workshops helped acquaint the convention's 605 delegates with changes made in the state's unemployment insurance and workers' compensation laws. Delegates approved two resolutions condemning Gov. David C. Treen (R) for calling the special session in January to push through changes in those laws.

State legislators for the first time capped unemployment benefits that had been tied to the average weekly wage. Stricter qualification rules were included in the changes.

Changes in workers' compensation included a reduced appeal time and stiffer requirements on qualifying for benefits.

Former Gov. Edwin W. Edwards, a convention speaker, called the changes in the two laws "cruel and inhumane" in that they add to the burden borne by workers for on-the-job injuries and unemployment.

In other resolutions the delegates supported passage of the Equal Rights Amendment, joint labor-management programs on alcohol and drug abuse, and purchase of union goods and services. Another resolution expressed strong opposition to natural gas deregulation.

The convention approved plans for the organization of phone banks in the upcoming elections to assure access to every union member in the state. The phone banks will be set up in New Orleans, Baton Rouge, Lake Charles, Lafayette, Alexandria, Monroe and Shreveport.

An updating of mailing and phone lists of union members will be combined with a voter registration drive this summer.

The state's primary will be held Oct. 22, with the general election runoff on Nov. 19.

Among other speakers were former COPE Director Al Barkan, Lt. Gov. Robert L. Freeman and Atty. Gen. William Guste.

The state federation's top officers were unopposed for re-election to new one-year terms. They are President Victor Bussie, Sec.-Treas. K. Gordon Flory and 1st Vice President Robert A. Quinn.

PLEASE DON'T BUY
Coors Beer • Coors Light • Herman Joseph's 1868 • George Killian's Irish Red Ale.
UNFAIR

Steel import scheme draws sharp attack

U.S. Steel Corp.'s plan to import raw steel slabs from the government-supported British Steel Corp. has drawn the ire of members of the congressional steel caucus and a demand by the Steelworkers for Commerce Dept. action.

USWA President Lloyd McBride urged Commerce Sec. Malcolm Baldrige to convene an "immediate consultation" on the intent of American steel companies to import semi-finished steel.

"There is no doubt we are faced with the importation of subsidized steel slabs," McBride said, referring to the import scheme which would cost thousands of jobs at U.S. Steel's production facilities in Fairless, Pa.

Intent flouted

McBride, concerned about the possibility of a U.S. Steel-British Steel deal, said importation of steel slabs may be a "subversion of the intent of the quota arrangements" set last fall in an agreement between the United States and the European Economic Community.

He expressed the union's "shock" that importation of subsidized steel slabs might be allowable "despite the heralded quantitative arrangement" negotiated last year.

Pennsylvania's two Republican senators, John Heinz and Arlen Specter, also wrote Baldrige to find out why steel slab was excluded from the international agreement and to learn if the department plans to restrict the entry of steel slabs.

Meanwhile, U.S. Steel Chairman David M. Roderick outlined the import scheme for the congressional steel caucus, insisting that it would save 5,000 jobs at the Fairless plant. He described two alternatives, one to keep the plant as it is and the other to invest $1.9 billion to update the facility.

Roderick said the first alternative would require the closing of the plant by 1990, and the other would be unprofitable, even though the company has the money to invest.

Loss of jobs

Under the plan Roderick favors, British Steel would cease its production of finished steel, concentrating on steel slab production, while the reverse would be true at the Fairless works. The Steelworkers would lose 1,800 members at Fairless if the raw-steel producing facilities were closed. There are about 6,000 employees at Fairless now.

The Commerce Dept. determined last year that the British government subsidized about 20 percent of British Steel's cost of producing steel plate, a product rolled from steel slab.

Roderick, however, indicated British Steel is in the process of restructuring and might not be subject to U.S. restrictions on the import of subsidized foreign steel.

'We're with you!'

AFL-CIO President Lane Kirkland tells more than 4,000 Orange County, Calif., building trades workers and their families that they have the federation's full support in their fight against increasing numbers of "double breasted" contractors setting up scab shops in the county. Kirkland attended the rally at the Anaheim Convention Center during the AFL-CIO Regional Conference held in Los Angeles, the third in this year's series.

Building trades press programs to create jobs, meet nation's needs

Continued from Page 1

he urged employment and training programs for young people, including expansion of the Job Corps and establishment of a new Youth Conservation Corps.

Kirkland urged the building trades locals to join with other unions in their communities for the Labor Day "marches, demonstrations and rallies" that will mark Solidarity Day III.

The delegates gave warm, applause-punctuated welcomes to the two Democratic presidential candidates who addressed the conference—former Vice President Walter F. Mondale and Sen. Alan Cranston.

Mondale several times brought the delegates to their feet with a slashing attack on what he termed "the most anti-labor Administration in modern times," a pledge to name a Secretary of Labor who "wants to work with organized labor" and to "enforce both the letter and spirit of the Davis-Bacon Act."

Cranston said that as President, he would submit a full employment program to Congress in the first 60 days of his Administration and "use the immense powers of the presidency to build a national coalition to support the plan." Never again, he said, should Americans "accept unemployment as a cure for inflation."

House Speaker Thomas P. O'Neill, Jr. linked the duration and severity of the recession to President Reagan's belief that "government is the problem." Democrats, he said, "believe government has to be an active participant in the rehabilitation of our economy."

O'Neill cited bipartisan cooperation in Congress on an assortment of major bills and said he has "no doubt" that there can be similar cooperation on shaping a budget that will include economic recovery measures. But "will the President work with us?" O'Neill asked. "He holds the key."

The theme of bipartisan efforts for at least segments of labor's program was sounded also by two moderate Republicans, Sen. John Heinz (Pa.) and Sen. Bob Packwood (Ore.) Packwood told the conference that he is prepared to lead a fight in the Senate against the Administration bill to make workers pay income taxes on any portion of health insurance premiums paid by employers that exceeds specified limits.

Workshop panels

The late Rep. Phillip Burton (D-Calif.) had been scheduled to address the conference, and his close friend and colleague on the House Education & Labor Committee, Rep. George Miller (D-Calif.), spoke in his place. A number of other House members took part in workshop sessions on topics ranging from pension legislation to politics.

New York Gov. Mario Cuomo, who spoke on the conference's final day, proposed reconstruction of American industry along lines that have been urged by the AFL-CIO.

President Reagan, who had addressed the past two annual conferences, invited about 100 national officers and state council presidents to a White House reception, which Vice President Bush also attended. And two of his Cabinet members—Labor Sec. Raymond J. Donovan and Transportation Sec. Elizabeth Dole—addressed the conference.

Dole got a friendly reception when she was introduced and a few jeers when she spoke of "the tremendous job" that President Reagan has done.

Donovan earned some sprinkles of applause with affirmations of support for the Davis-Bacon prevailing wage law and his expressions of concurrence in the building trades theme that America can build its way out of recession.

Cites deficit

The nation is on the edge of "the longest, most sustained recovery in our lifetime," Donovan insisted. But only, he added, if "looming deficits" in the budget are "brought under control."

Jobs were the dominant, but not the only issue addressed by the conference participants.

Kirkland spoke of the AFL-CIO's experiment in seeking a pre-convention consensus for the endorsement of a presidential candidate so that labor's influence is not "divided and fragmented."

There's "an element of risk" in such an effort, Kirkland acknowledged. But he quoted an adage of the sea, "A ship in harbor is safe, but that is not what ships were built for."

America's workers, he suggested, "cannot wait six years for a new economic policy based on fairness."

Stay competitive

Georgine, in his opening address, voiced the determination of the construction unions to "go to the mat" with the proliferation of non-union and "double-breasted" contractors.

"We must examine anything and everything that prevents us from competing" with non-union bidders for available work, he urged, including such matters as work rules and manning requirements.

At the same time, he said, the unions will be pressing Congress to insist that the National Labor Relations Board follow the intent of existing labor law and stop allowing building trades employers to "walk away from their collective bargaining obligations."

1st quarter economic growth 'disappointing'

Housing activity tapered off in March, with starts of new homes down 9.2 percent, but other economic reports from the government were generally positive and signaled recovery from the long Reagan Recession may be at hand.

Nevertheless, the Commerce Dept.'s announcement that "real" gross national product grew at a 3.1-percent annual rate from January through March was a disappointment even to the Administration. Real GNP is the value of the total output of goods and services adjusted for the impact of inflation.

Other positive reports showed a 1.1-percent rise in factory production, an increase in factory use, a drop in wholesale prices, and a jump in personal income.

Yet millions of Americans remain out of work, with the official government jobless rate at 10.3 percent of the workforce. The 3.1-percent increase in first-quarter GNP was below even the modest forecast of White House economists and just within the accepted 3- to 5-percent range needed to reduce unemployment.

Along with the GNP report, the Commerce Dept. reported that inflation throughout the economy, as measured by what it calls the "implicit price deflator," rose to a 5.8-percent rate over the first three months of 1983, the highest since the fourth quarter of 1981 and well above other government inflation measures.

Energy prices down

The Labor Dept. reported that wholesale prices in March fell by one-tenth of 1 percent as energy prices dropped sharply for the third month in a row. For the last 12 months, wholesale prices are up by only 2.2 percent.

In an earlier report on production, the Federal Reserve Board said output of the nation's factories and mines was up 1.1 percent in March. Industrial production has now risen for four consecutive months, including a 1.5-percent increase in January and a rise of three-tenths of 1 percent in February.

The March rise was mostly the result of a strong increase in the manufacture of construction materials to supply the housing market. That more than offset a decline in automobile production.

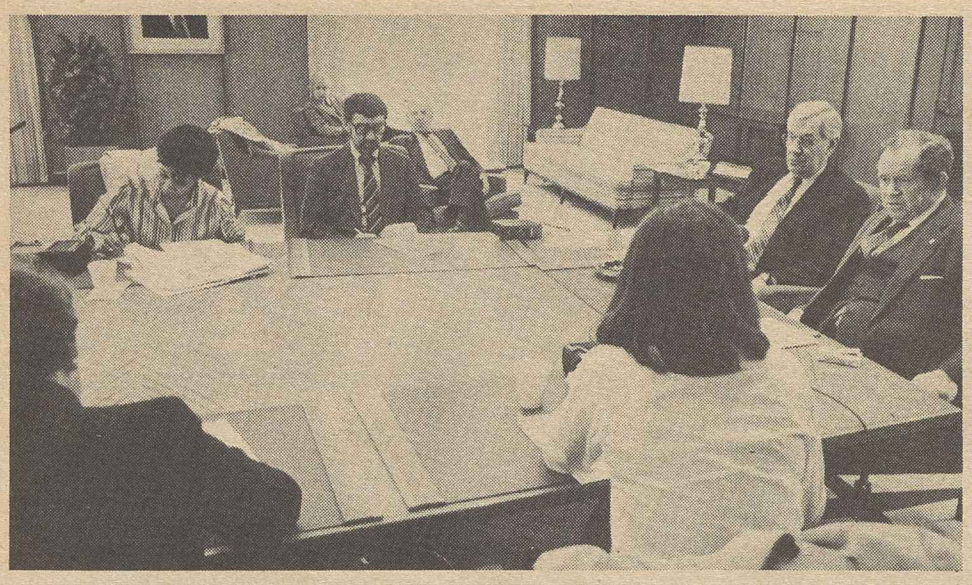
In a separate report, the FRB said manufacturers stepped up their pace of capacity utilization last month, reflecting gains across several industries.

The Fed said factory use rose seven-tenths of a percentage point, to 69.4 percent of capacity, after hitting 68.7 percent in February and 68.4 percent in January. Within the manufacturing sector, the FRB reported that the iron and steel industry "continued to reactivate capacity at a fast pace — its operating rate has risen from 35.5 percent last December to almost 52 percent in March.

UAW's Fraser to teach at University of Michigan

Detroit—Douglas A. Fraser, who will retire as president of the Auto Workers in May, has accepted a teaching appointment at the University of Michigan. He will serve as a visiting professor in the university's College of Literature, Science & Arts.

Fraser also has agreed to accept renomination to the Chrysler board of directors for a one-year term. He will continue representing the union position and sharing board information and decisions with the union.



Carpenters President Patrick J. Campbell, right, meets with reporters.

Carpenters' new chief calls recovery talk misleading

By Arlee C. Green

As Carpenters President Patrick J. Campbell sees it, the recovery from the Reagan Recession has been "microscopic."

"Our members are hurting" and need jobs, Campbell told a press conference. Over the past few years, the union's membership has declined from 850,000 to 700,000 with some 200,000 unemployed.

The Carpenters' recently-installed president faulted the Administration's refereeing of the economy, Reagan's refusal for a year and a half to admit a recession existed, and then his declaration in "about one and one-half minutes" that it was just about over.

"Talk of economic recovery is premature, misleading and a cruel joke on millions of unemployed," Campbell said. While recovery has benefitted "chiefly stock market speculators and a few mathematical geniuses who design microchips, the vast majority of solid citizens who work for a living or would like to if a job were available, have seen precious little sign of recovery."

The construction industry, Campbell said, has gotten little encouragement from the drop in interest rates and the cost of living, as unemployment remains heavy in most areas. He cited only Boston, New York City and Philadelphia as areas of strong employment for the Carpenters.

The Carpenters' leader charged anti-union forces are using this recession to "enlarge their beachhead in industry." He pointed to their "unremitting and heavily financed" efforts to persuade Congress to repeal the Davis-Bacon Act. He said the construction unions will fight this repeal move "all the way," as repeal of the prevailing wage law would wipe out "the hard-won gains of our unions during a half-century."

To combat the anti-union forces in the workplace, Campbell urged "every effort to provide a favorable work climate for union contractors" to assure that a fair employer "won't be penalized for signing a union contract." It is in the members' interest that union contractors "be able to function efficiently and to compete effectively," Campbell said.

He criticized the Labor Dept. for what he described as encouraging its field offices to "look with suspicion on the labor movement."

Staying competitive

Campbell commented on the successful program used in California and other states of providing union contractors with finance money from pension funds at near-market rates as a way of maintaining jobs and noted the importance of reinvesting in an industry to keep it competitive. He pointed to autos and steel as examples of industries where a lack of reinvestment has cost thousands of jobs.

Campbell declined to comment on a reporter's question on whether his union would help "roust Republicans from office" in 1984. He said the Carpenters will look at whom the AFL-CIO endorses in the presidential race in late 1983. Campbell, a federation vice president who will vote on the endorsement, said his vote will reflect the feelings of his members.

Kirkland supports MX missile plan

Continued from page 1

American land-based, intercontinental ballistic missile forces.

The bipartisan panel urged the Administration to reassess its current strategic arms proposal to focus primarily on limiting the total numbers of warheads on land-based missiles and to permit a larger number of missile launchers.

"Inasmuch as the commission's recommendation would steer arms control negotiations with the Soviet Union toward limiting warheads rather than launchers," the AFL-CIO Defense Committee observed, "it also reflects the position of the AFL-CIO Executive Council."

At the same time, the committee reiterated the council's position last February that increases in defense spending in the coming years can and should be held within a 5-7 percent range in "real," or inflation-adjusted, terms each year without jeopardizing national security.

AFL-CIO Vice Presidents who serve with Lyons on the committee are Kenneth Blaylock of the Government Employees, William W. Winpisinger of the Machinists, Douglas A. Fraser of the Auto Workers, Frank Drozak of the Seafarers, Charles H. Pillard of the International Brotherhood of Electrical Workers, Albert Shanker of the Teachers, Vincent Sombrotto of the Letter Carriers, and John J. O'Donnell of the Air Line Pilots.

Covers 35 ports

Early ILA pact brings pay gains for 50,000

Bal Harbour, Fla.—The Longshoremen reached tentative agreement on a new three-year master contract with seven employer groups in the shipping industry covering nearly 50,000 dock workers at 35 Atlantic and Gulf Coast ports.

The proposed settlement was wrapped up five and one-half months before the current contract is due to expire, Sept. 30. Negotiators took only four days of direct talks to agree on wage and benefit increases.

Under the agreement, which must be ratified by the ILA general membership, workers will receive a pay raise of $1 per hour each year for the term of the contract. The straight-time hourly rate is now $14.

Employers also agreed to increase their contributions to the union's welfare and pension plans.

ILA President Thomas Gleason said he was pleased that the agreement contains no "give-backs," but in fact provides union members with improved pay and benefits.

Aside from wages and benefit contributions, the only contract change was an agreement to establish a standard for each port to determine when funds from the Job Security Program can be tapped to help finance guaranteed income, pension, and health benefits.

Job security funds

The standard will be either number of manhours worked or tonnage of cargo for the year ended Sept. 30, 1983. If manhours or tonnage subsequently drop below that level, program funds can be used. The program is a type of insurance plan built up through contributions by ocean carriers.

The parties compromised on employment levels by maintaining the status quo. Employers had sought to decrease the number of workers in container gangs from 18 to 14, while the ILA wanted minimum coastwide hiring levels for checkers and clerks.

Employer contributions to the ILA pension fund will go up 25 cents an hour each year, from the current $3 to $3.75, while contributions to the union's health and welfare fund will rise by 17 cents in the first and second years and 16 cents in the third year, an increase from $2 to $2.50 over term.

Shipping groups

The new agreement was negotiated with individual shipping associations from New York, Mobile, Ala., and New Orleans; the Council of North Atlantic Shipping Associations, representing Providence, Baltimore, Philadelphia, and Hampton Roads, Va.; the Southeast Florida Employers Association covering Miami and Fort Lauderdale, and the West Gulf Maritime Association covering 10 ports in Louisiana and Texas.

Only one Atlantic port—Boston—abstained from the talks. The Boston Shipping Association withdrew from the Council of North Atlantic Shipping Associations last year.

Negotiations were simplified by a National Labor Relations Board decision in February upholding the legality of contract containerization rules, which preserve for ILA members the stuffing and stripping of containers within 50 miles of a port. The rules had been the subject of legal challenge for a decade.

Beginning Apr. 18, the parties reinstituted the rules. A last-minute effort by the American Trucking Association to obtain an injunction was turned down. Had the containerization rules been declared unlawful, the ILA had said it would have insisted on a number of new job security provisions in the new contract.

'Phase Two' public works bill backed to create jobs quickly

The AFL-CIO testified in strong support of a $4 billion accelerated public works bill that would make an immediate dent in unemployment and shift the economy on a faster track to recovery.

In sharp contrast, the federation pointed to the $240 million employment bill proposed by the Reagan Administration which relies largely on tax subsidies to employers and lower wages for young workers.

Assistant Research Director Arnold Cantor said the labor-backed bill "recognizes that a successful jobs creation program requires money." But it and other economic recovery measures can be financed "by restructuring this year's tax cut and closing some of the more inequitable tax loopholes," he told the subcommittee.

Rep. James L. Oberstar (D-Minn.), chairman of the Public Works subcommittee dealing with economic development, is the sponsor of the bill. It is part of the "Phase Two" economic recovery package being put together by the House Democratic leadership.

The Oberstar bill would authorize grants to local governments for repairs and improvements of public facilities, with allocations based on unemployment levels.

The standard would be projects that are needed, that can be quickly started and can be completed within one year. It includes labor standards, opportunities for minorities and "buy American" requirements.

Despite claims by the Administration that "the recession is already behind us," it remains "still very real" for the millions without jobs, Cantor stressed.

Two-fold purpose

The Oberstar bill, he said "addresses both the unemployment problem and the problem of the nation's decaying public facilities."

The AFL-CIO testimony pointed to the effectiveness of comparable local public works programs in helping the economy out of the 1974-75 recession.

At that time, Cantor said, a $6 billion program "generated 110,000 on-site jobs and 66,000 jobs in firms supplying building materials. The added income of these workers resulted in additional sales and production, and is estimated to have generated an additional 249,000 jobs throughout the economy."

Labor supports the legislation, Cantor stressed, because it will "help arrest the decay of our public facilities and put people to work."

Its "side effects," he said, "include an increased level of economic activity, high-savings, investment, productivity and increased tax receipts."

PBS stations alerted to anti-union film

The AFL-CIO has alerted Public Broadcasting Service affiliates that the National Right to Work Committee has dusted off its phony "documentary" film about alleged union violence and is planning to peddle it to PBS stations via satellite on Apr. 28.

In a letter to all PBS station program managers, AFL-CIO Information Director Murray Seeger stressed that the film, titled "The Scepter of Violence," has already been discredited and that the committee has already lost one libel suit over its false protrayal of an incident.

Should any station decide to show the film, the AFL-CIO will expect the channel to air the federation's own film answering the "Work" committee's allegations in the interest of fairness, Seeger said.

He also asked that stations planning to use the anti-union movie notify the AFL-CIO in advance of the date and time of showing "so that we can inform the union members in your community of the right to a timely response afforded by the Federal Communications Commission."

Seeger pointed out that the committee first produced and distributed its film in 1981 to stir up support for its own legislative goals to have anti-union amendments attached to the Hobbs Act. The move failed in the Senate that year, he said, but the committee is renewing its attempt to force the film on PBS stations to coincide with a revived effort in the Senate for the Hobbs Act amendments.

The committee wants the Hobbs Act, which makes extortion a federal crime, amended so that any incident of "picket line violence" would become a stiffly-punished federal crime—but only if committed by a union member.

OSHA pushed for emergency benzene limit

A coalition of labor and public health groups, including the AFL-CIO and its Industrial Union Dept., has petitioned the Occupational Safety & Health Administration to issue an emergency standard sharply reducing the worker exposure limit for benzene.

The coalition called for an emergency standard limiting exposure in the workplace to one part benzene per million parts of air—a tenth of the current standard, which was set in 1971.

Group members

Besides the federation and the IUD, the petitioners include the Public Citizen Health Research Group; Oil, Chemical & Atomic Workers; Allied Industrial Workers; Chemical Workers; Rubber Workers, and American Public Health Association.

Before the coalition's petition was filed, however, OSHA in early April formally announced an advance notice of proposed rulemaking on a benzene standard, the first step in the lengthy rulemaking process.

The petition criticizes OSHA's decision to start the full regulatory process over again. The agency had issued an emergency standard on benzene in May 1977 adopting the 1 ppm limit on exposure. But the standard failed to withstand a court challenge by the American Petroleum Institute and others. The Fifth Circuit Court of Appeals, later upheld by the Supreme Court, faulted OSHA for not providing "an estimate of expected benefits for reducing the permissible exposure limit."

The coalition charged that the new rulemaking procedure launched by OSHA "in effect ignores the agency's six-year regulatory history with respect to benzene and is in no way consonant with the Supreme Court's decision."

It stressed that the Supreme Court "nowhere suggested that OSHA must set aside the product of so many years of rulemaking and start from scratch."

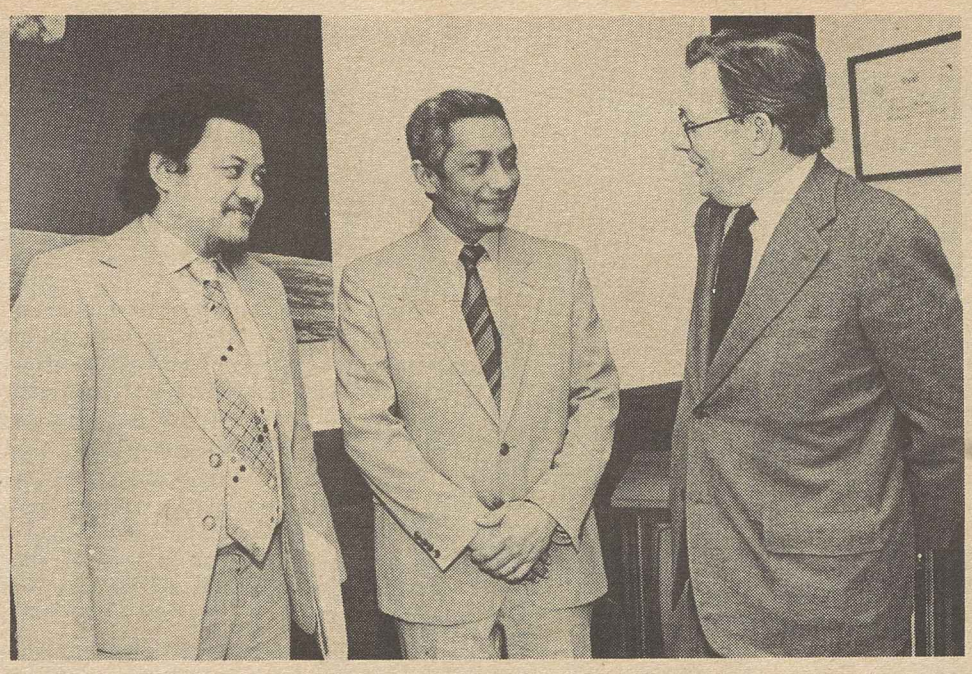
Existing foundation

The coalition said the work OSHA has already done on the standard provides a solid foundation for immediate regulatory action, "since the only data the Supreme Court found lacking in the record . . . are now available."

The petitioners charged that the threat of benzene to workers surpasses the agency's requirements for a finding of "significant risk," adding that it is hazardous enough to satisfy the definition of "grave danger" and to oblige the agency to regulate it on an emergency basis until a final standard is developed.

Benzene has been linked to leukemia and other blood disorders, chromosome damage, respiratory irritations and dermatitis. Recent scientific studies on animals have shown benzene to be carcinogenic.

The petition suggested a "regulatory alternative less attractive than an emergency standard" would be a limited expedited rulemaking process, such as the agency used in developing a standard for inorganic arsenic. This could trim up to a year from the rulemaking process.



Fighting for Suriname

Exiled Surinamese trade unionists Glen Tjonkgakiet, right, and Dr. Henk Chin-a-sen update AFL-CIO President Lane Kirkland on their efforts to restore democratic freedoms to their South American homeland. The two men, former executive board members of Moederbond, Suriname's democratic trade union center, are members of the Council for the Liberation of Suriname based in Holland, where they now make their home. Moederbond's headquarters were burned to the ground, its leaders arrested and murdered, last December in a move by the Bouterse military dictatorship to eliminate opposition.

Trade panel urged to keep curb on unfair shoe imports

Clothing & Textile Workers President Murray H. Finley urged the International Trade Commission to turn down requests from Brazil, India and Spain for revocation of countervailing duties on shoes they export to the U.S.

Finley linked Depression-era levels of joblessness in the U.S. non-rubber footwear industry to a flood of imported shoes. The testimony pointed out that all three countries have been found by the Commerce Dept. to be heavily subsidizing their non-rubber shoe exports.

He urged the ITC, which makes recommendations to the Administration on trade matters such as import restraints and duties, to find that the domestic industry would be "materially injured or threatened" if the duties are dropped.

Under U.S. trade law, countervailing duties can be levied on imports to compensate for the amount the manufacturer of the product is subsidized by the government of the exporting nation.

Subsidized exports

Because of such subsidies, Finley said, it is difficult to see how the shoe industry, or any other U.S. industry facing the same kind of import competition, can survive "under conditions where no matter how strong an effort it makes to lower its costs, foreign governments can distort international trade by subsidizing their exporters."

He said that while more than 200,000 people were employed in the industry in the early 1970s, by 1977 employment had dropped to about 157,000 workers. Findings by the ITC that the industry was threatened by imports—and subsequent restraints imposed during the Carter Administration—slowed the job loss slightly, Finley said. But when President Reagan allowed even those modest controls to expire in June 1981, the quantity of non-rubber imports and the rate of joblessness shot up, Finley pointed out.

Between 1981 and 1982, the average number of workers in the industry fell 10 percent, from 142,600 to 128,800, a record low and a loss of almost 14,000 jobs in a single year, Finley noted.

Unemployment leaped from 12.5 percent for the industry in 1981 to a "massive" 19.4 percent in 1982, while joblessness was at 12.1 percent for U.S. manufacturing as a whole, he pointed out.

The injury suffered by the industry and its workers "is readily apparent even to a casual observer," Finley said, and he reminded the commission that its own "exhaustive" studies in previous cases clearly prove the damage.

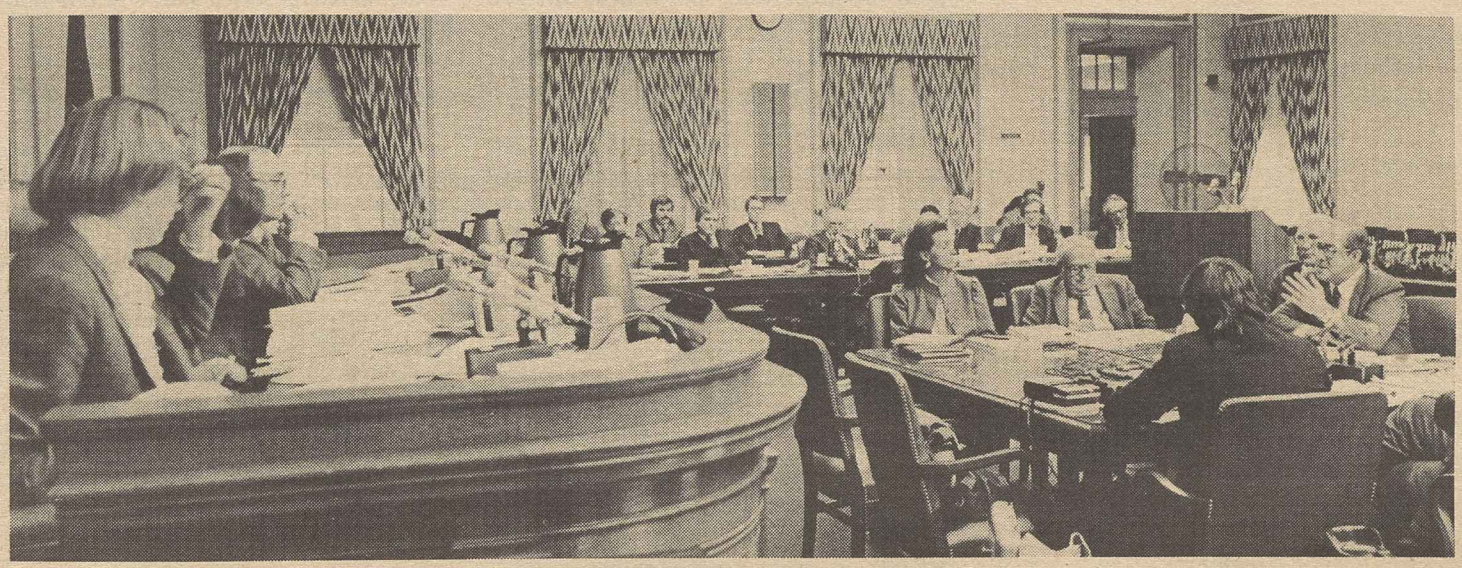
Finley was joined in his testimony by representatives of the Footwear Industry of America, Inc.

In a related action, the industry group also announced that it had filed a brief in the U.S. Court of International Trade supporting the position of the U.S. government against the Florsheim Shoe Co.

Florsheim is suing to prevent the Commerce Dept. from collecting additional countervailing duties on shoes the company imports from India.

Under current law, the Commerce Dept. estimates a countervailing duty on goods, and importers deposit that amount. The department later reviews the duty, and if subsidies are found to be higher than the amount deposited, an additional duty is charged.

In the Florsheim case, the government found that actual subsidies on leather footwear from India were 15.08 percent of the value compared to the earlier estimate of 4.24 percent.



ACTWU President Murray H. Finley, right, testifies on damage to the U.S. footwear industry by imports.

Rail walkout ends in accord on arbitration

New York—Conductors on the Hudson and Harlem lines of the Metro-North commuter railroad agreed to submit their unresolved issues with management to binding arbitration, ending their six-week-old strike.

The striking members of the United Transportation Union voted 159 to 28 to accept arbitration of the remaining contract issues in the long-simmering dispute.

The major unresolved issue to be decided by a three-member arbitration panel is the question of crew complement. The union wants the contract to spell out how many conductors and assistant conductors are to be assigned. The Metropolitan Transportation Authority, parent of Metro-North, has insisted that crew size is a management decision and should not be limited by contract provisions.

Overtime pay

Another contentious issue is the union's request for an eight-hour day. The MTA wants to have conductors available for both morning and evening rush hours on 12-hour shifts. It proposed layovers of up to four hours within the 12 hours, with pay for the layover at half-time rates. The UTU is seeking eight-hour shifts, with time and a half pay after eight hours.

The arbitration agreement calls for one member of the panel to be selected by each side and a third neutral arbitrator to be picked by the other two. The partisan arbitrators are to be selected within 30 days and the neutral member 15 days after that. If the parties cannot agree in time, the governors of Connecticut and New York —states in which the railroad operates— would pick the third arbitrator.

The panel will have 10 days to hear proposals and arguments, and another 40 days to decide. Meanwhile, the striking UTU members have returned to their jobs.

Action pressed to revitalize U.S. industrial base

Continued from Page 1

The industries and jobs that are being lost, he noted, are the source of funding for both private and public sector jobs, "from school teachers to chefs."

Reaganomics is not the answer, the labor testimony stressed. The 1981 tax cuts for business have gone largely to industries with little need for new investment and in some cases actually encourage runaway plants.

America's trade deficit has grown and "in the public sector, the nation's network of roads, bridges, sewers and rails is being pushed to the point of deterioration or collapse."

Tripartite board

The AFL-CIO and IUD testimony reiterated labor's proposal for a tripartite National Reindustrialization Board, with labor, business and government members. It would shape programs and target industries and regions in need of special assistance. The board's operating arm would be a Reconstruction Finance Corp. that would invest public and private funds in reindustrialization projects. It would resemble the RFC that functioned during the 1930s, through World War II and into the early post-war years.

A role for government in the shaping of American industry is hardly a new concept, Cantor and Turner noted.

"Public canals and roads, private railroads and airlines were built with government assistance," the statement said.

It urged the need for the United States to remain "a diversified industrial nation" and affirmed that "this can best be accomplished through the active participation of government, labor and industry in a major reindustrialization effort."

Union-sponsored billboard points up gap in Kansas City Star's coverage of issues in its long-running dispute with its employees.

Public Affairs Institute issues first edition of Video Bulletin

The Labor Institute of Public Affairs shipped the first edition of the Labor Video Bulletin this week to 160 subscribers, mostly state AFL-CIO central bodies and affiliated national and international unions.

The Bulletin, a bi-weekly videocassette service, is the first test of the institute's mandate to improve the internal communication capabilities of the labor movement through new media techniques.

Each edition features a video "table of contents" that lets users quickly find and screen the segments they most want to use. The first edition is introduced by AFL-CIO President Lane Kirkland who is chairman of LIPA, the federation's television production and planning arm. It contains four segments: a story about the UFCW/SEIU organizing drive at the Beverly Nursing Home chain, a report on the Community Services conference, a report about legislative issues in the Congress, and the LIPA spot campaign about unemployment.

Notice of stories scheduled for the Bulletin will appear regularly in the AFL-CIO News.

Initial distribution points for the videocassettes were determined from the results of a LIPA survey among AFL-CIO central bodies and affiliated unions to pinpoint those with access to video playback equipment. Additional sites are being added by many locals, internationals, federations and CLCs.

The Labor Video Bulletin distribution plan allows for one free video-cassette to each state federation and affiliated union in their choice of VHS, Beta, or ¾" U-Matic formats. Subscriptions are available to other authorized labor users at $500 per year for VHS or $650 per year for ¾" U-Matic. LIPA estimates that 18 Bulletins will be distributed in 1983.

Future offerings

If the Bulletin test is successful, LIPA hopes to expand such internal communication projects to other technologies, such as satellite distribution, live video teleconferences, computer conferences, and institutional cable television.

The Bulletin project operates under the direction of LIPA Associate Director Gwenn Kelly. Inquiries regarding subscriptions can be sent to her at LIPA, 815 16th Street, N.W., Room 406, Washington, D.C. 20006.

labor studies

The George Meany Center will offer five labor studies programs during May. The schedule:

Annual Labor Song Exchange, May 1-3—A short course for those who sing, write or perform for their unions giving them a chance to learn new songs and music from each other. The final session on May 3 at 8 p.m. will be a songfest for the public in the center's theater.

Stress as a Union Issue, May 8-11—A workshop on the causes of stress on the job, stress reduction techniques and related issues.

Advanced Techniques for Labor Education, May 8-13—A program for experienced staff members who teach and plan union education programs. It will explore the use of audio-visual technology and planning, recruiting for and conducting institutes, schools and conferences.

Advanced Grievance Arbitration, May 22-27—A training session for those experienced in arbitration to polish their techniques in presenting cases, cross examination of witnesses and preparation of briefs.

Occupational Health & Safety, May 22-27—An institute on chemical and physical hazards, on occupational diseases and worker and union rights under OSHA.

Two unions will use the Silver Spring, Md., campus during May for their own leadership training programs: Clothing & Textile Workers, May 1-6, and Bakery, Confectionery & Tobacco Workers, May 22-27.

The American Institute for Free Labor Development will hold classes all month for 40 union leaders from Latin American countries on collective bargaining and the labor's role in developing democracy.

Enrollment is open for three labor studies programs offered in June: The Automated Office, June 5-8; Organizing Techniques I, June 19-24, and Mini Computers for Local Unions, June 26-July 1.

More information on these or other labor study programs is available from Fred K. Hoehler, Jr., executive director, George Meany Center, 1000 New Hampshire Ave., Silver Spring, Md. 20903. Telephone 301/431-6400.

Corporate campaign

Anti-union publisher target of ITU drive

Union leaders and pension fund managers across the nation have been getting special messages telling them of newspaper union members publishing their own daily the last four and one-half years in the heart of Pennsylvania's coal country.

These same letters and mailgrams also tell of 140-plus newspaper workers on a major Midwest daily who haven't had a raise in nearly four years because they refuse to give up basic job security and pension rights.

A young executive type peers through a hole in a newspaper front page on billboards throughout the Kansas City area declaring, "You won't get the full story in the Star," and inviting viewers to make a phone call "for the facts."

A call to the number (area 816) is answered with, "Hi, I'm Ed Asner" (TV's Lou Grant and president of the Screen Actors). "Some newspapers think that if they're big they don't have to be fair. We don't agree. . . ."

It's all part of a campaign by the Typographical Union, endorsed by the AFL-CIO Executive Council, to try to make Capital Cities Communications, Inc., one of the largest and most profitable information-media conglomerates in the United States, "a responsible corporate citizen" in its labor relations policies.

Communications giant

The firm's properties include 10 dailies, two dozen weeklies, 16 broadcast stations, 51 cable systems, magazines, special-interest publications like Women's Wear Daily, and more.

The company made $96.3 million after taxes in 1982, up by 20 percent from 1981 and its 28th consecutive year of record financial performance. Its profit rate was 14.5 percent on revenue and 19.5 percent on stockholders' equity.

The letters and mailgrams are asking holders of its stock to vote for a shareholders' resolution at the firm's annual meeting, May 5 in Buffalo, that would require its officers to make a detailed written report on its "labor policies and practices."

The resolution was submitted by the League for Industrial Democracy, holder of one share.

Capital Cities tried, but failed, to get approval from the Securities & Exchange Commission to refuse to distribute the League's resolution to shareholders.

In a supporting statement the League points out that its aim is to "encourage our company to adopt measures to ensure good labor-management relations," noting that the firm "is currently suffering a loss at the Wilkes-Barre Times Leader."

Competition

Members of The Newspaper Guild, Typographical, Pressmen's and Stereotypers locals there have been publishing a competing daily, the Citizens' Voice, since shortly after striking the Times Leader in October of 1978.

"To avoid further losses, the company should seek to achieve good labor relations at all its properties," the League stresses, adding that "a necessary first step" is a study of its "labor policies and practices."

The AFL-CIO Executive Council, at its winter meeting, asserted that Capital Cities is displaying a "corporate-wide pattern" in those policies which is "jeopardizing the rights and job security of its employees."

The council pointed to the firm's use of "a self-proclaimed 'union-busting' attorney" in bargaining with Typographical Union printers and mailers at the Kansas City Star and its use of strikebreakers from its other properties to continue publication during strikes at the Oakland (Mich.) Press and in Wilkes-Barre.

The council called on "all union members and pension funds which own Capital Cities stock" to assist the ITU in its effort to subject the company's labor-relations policies to stockholder scrutiny.

Company strategy

Capital Cities officers are urging stockholders to reject the League's resolution on grounds that the labor-policy report "would involve public dissemination of information" to its competitors and would require an "extraordinary expenditure of time and effort" and money.

In Kansas City, the focal point of the Typographical Union's campaign, printers and mailers have been working at the Star without contracts since 1980 in the face of company demands for elimination of job security bargained in 1974 and for switching from the ITU's portable pension plan to one managed by the company.

A support committee of national and area leaders of government, religious, civil rights and labor organizations had an advertisement in which they attempted to explain the issues in the contract dispute rejected by the Star. That rejection is one of the bases for the billboard message.

Members of the committee include: AFL-CIO President Lane Kirkland, Asner, Msgr. George C. Higgins of Catholic University, former Labor Sec. Ray Marshall, Newspaper Guild President Charles A. Perlik, Jr., Georgia State Sen. Julian Bond, the mayor of Kansas City, Kan., and county legislators.

The ITU effort is being financed in part from its strike fund as an activity "in lieu of a strike," as authorized last year by the union's convention and membership in a referendum.

Ray Warwick dies, retired USWA publicist

Ray Warwick, a retired public relations representative of the Steelworkers, died in Washington, D.C., on Apr. 15 at the age of 72.

He was born in Atlanta, worked as a reporter for newspapers and both major wire services.

Warwick also helped establish the Newspaper Guild local at the Associated Press.

After service with the Southern Regional Council, he became southern public relations director of the Steelworkers and moved to the union's Washington office in 1954.

He retired in 1967 and is survived by his wife, Anna.

Arrest of African unionists protested

The AFL-CIO registered a vehement protest with the government of the Central African Republic over the arrest and detention of several trade unionists in that country.

In a cable to President Andre Kolingba, Federation President Lane Kirkland called for the immediate release of Sonny Cole, general secretary of the General Union of Central African Workers, and four other trade unionists imprisoned for their union activities since Feb. 1.

Kirkland said the AFL-CIO joins the International Confederation of Free Trade Unions in seeking restoration of trade union freedoms.

Cole and his colleagues were being held for alleged incitement to strike. The union he heads, an affiliate of the ICFTU, was dissolved by decree in May 1981 after calling a general strike, but it has struggled to regain its former place.

Kolingba overthrew President David Dacko's regime in September 1981 and suspended all vestiges of trade union activity. Dacko, who ousted the ruthless Emperor Jean-Bedel Bokassa in September 1979, in a coup d'etat aided by the French government, had somewhat liberalized the restored republic, allowing a free trade union movement to exist. The General Union of Central African Workers held its first congress in May 1980.

EDITORIALS

The Roots of Freedom

THE UNITED STATES government can and should use its influence on other governments to advance and protect human rights. Often, in return for a trade concession or continuation of assistance, some gross injustice can be rectified or a particular oppression eased.

But having said this, it is important to say also that this is not enough.

History and bitter experience tell us that promises made by governments are easily withdrawn. Concessions made in response to world pressure are too often revoked when the spotlight of publicity and concern shifts to another part of the globe.

Human rights can be assured only when there are free institutions within a country to assert them. A free trade union movement has proved the most durable and dependable of democratic institutions.

No one can impose a democratic trade union movement on a country because the very nature of such a movement makes this impossible. And no trade union movement shaped by the dictates of even a well-meaning outside group can sink the deep roots it will need to survive.

But there is a role and an obligation that the AFL-CIO and its predecessor organizations have endeavored to carry out—assistance and encouragement to the cause of freedom and especially of free trade unions in every part of the world.

THE AFL-CIO and many of its affiliates have provided funds and staff to help to the limits of their resources the fledgling trade union movements of the underveloped nations and to fan the sparks of freedom that can never be totally suppressed even under the cruelest of dictatorships. Openly and aboveboard, labor has sought and obtained U.S. economic aid for some of its projects.

The resources have never been sufficient for the need, and that's a calamity because the enemies of freedom have unlimited purses when it comes to the battle for influence.

Labor isn't the only private organization concerned with human rights and especially freedom of association. Nor should it be. The trade union movement's experiences—both successes and failures—can certainly be put to practical use by other democratic organizations. And it makes equal sense that labor can profit from the experiences of other groups.

These are some of the concerns that motivated the establishment in 1979 of the very broad-based and bipartisan foundation which gave birth to the Democracy Program.

Out of this has come a proposal for federal funding without government control of private sector programs of assistance to democratic counterparts in other countries.

IN ONE OF the most unusual Capitol Hill presentations, the chairmen of the Democratic Party and the Republican Party, and the president of the AFL-CIO, testified together in favor of such a program.

Lane Kirkland opened the presentation with these words:

"We are here to give new and different attention to a simple idea all of us know and believe: protecting and creating democracy are more a matter of private relations—of unionist to unionist, of party member to party member—than of government to government discourse between diplomats, bureaucrats and transient political appointees. As the heads of both political parties who sit with me at this table know well, it is the sometime conflict and the sometime cooperation of groups like ours that shapes some sort of democratic outcome.

"Without us and our battles and agreements there would be no democratic process, no democratic government, no democracy. There are millions of others outside our borders who know this and want the same things for themselves. They know we are at least one example of how it can work."

The AFL-CIO's support for black trade unionists in South Africa, its assistance to victims of Chile's crackdowns against unions and its support for Solidarnosc "is work in behalf of both free trade unionism and democracy," Kirkland went on to testify.

"In our view, the two cannot be separated."

'What a Day!'

Washington Window

Fair Housing Act lacks real enforcement 'bite'

By Press Associates, Inc.

In 1968, the Fair Housing Act, signed into law as the last piece in a mosaic of civil rights laws enacted during the 1960s, pledged "to provide, within constitutional limitations, for fair housing throughout the United States."

While the laws against discrimination in public accommodations, higher education, employment, and voting rights brought lasting results, the same cannot be said of the fair housing law.

To explore the reasons for this failure and discuss what might be done was the purpose of a recent two-day conference of the National Committee Against Discrimination in Housing (NCDH). The committee was founded in 1950 at a time when segregated and unequal housing patterns were widely accepted.

NCDH President Robert C. Weaver, who served as Secretary of the Dept. of Housing & Urban Development under President Johnson, said "the fair housing law lacks bite," meaning an enforcement mechanism.

Two choices

Under the law, an individual who believes he or she has been discriminated against in the sale or rental of housing has two alternatives. One is to file suit in federal court, a lengthy, complicated, expensive process.

The other is to attempt conciliation with the alleged discriminator. But HUD lacks authority either to get the parties to conciliate or to enforce any agreement. Drafting administrative regulations is the usual first step in enforcing a new law.

Under President Carter, it took three years to get around to it, but those rules were quickly eliminated by President Reagan, whose Administration has backpedaled in most civil rights areas.

Conference participants, marking the 15th anniversary of the open housing law, noted that the question of fair housing hasn't received the high priority it deserves.

Also, "opponents of fair housing have an economic and emotional stake in the status quo," said Arthur S. Flemming, an Eisenhower Administration Cabinet officer whom Reagan dismissed as U.S. Civil Rights Commission chairman.

Obscure practices

Practices such as racial steering, redlining and misinformation are much more common and difficult to combat than outright refusal to sell or rent.

Although some find it convenient to ignore, "racial discrimination in housing remains a major persistent national problem," said Weaver, citing a HUD-sponsored study conducted by NCDH.

Fair housing, Weaver stressed, is not an issue limited in its importance to middle-class minorities, nor is it merely a desirable end in itself. It is an essential element in the effort to secure other basic rights such as equal job opportunities.

Bayard Rustin and other civil rights strategists pointed out that fair housing means little if there isn't enough housing to go around.

For this reason, the conference strongly criticized the Reagan Administration's phase-out of federally-subsidized housing. Congress was urged to reverse this trend in its budget actions.

Conference leaders also pressed Congress to write enforcement provisions into the fair housing law. In 1980, the House approved overwhelmingly such a bill, but it was snagged by a Senate filibuster.

A similar enforcement bill, to be introduced in the Senate by Edward M. Kennedy (D-Mass.) and Charles Mathias (R-Md.), is a major legislative priority of the Leadership Conference on Civil Rights.

Congress must redeem its longstanding promises to ensure the supply of housing open to all.

AFL-CIO news

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Vol. 28, No. 16 SATURDAY, APRIL 23, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
American Federation of Labor and Congress of Industrial Organizations

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LEGISLATIVE ALERT!

Senate Caves In to Bankers on Tax Withholding

The million-dollar lobbying and publicity campaign by bankers to repeal interest and dividend tax withholding appeared to pay off as the Senate approved a "compromise" amendment by Sen. Robert Kasten (R-WI) to delay withholding until July 1987. The tax compliance reform is scheduled to take effect July 1.

The focus now shifts to the House, where repeal efforts have stalled in the House Ways and Means Committee. The key vote may come on an effort to "discharge" the matter from that committee and bring it to the House floor.

The AFL-CIO is opposing the repeal of tax withholding. Taxes are withheld from workers' paychecks, so there is no reason they shouldn't also be withheld from savings interest and stock dividend payments.

If the bankers succeed in their drive to repeal this tax reform, Congress likely will be searching for ways to make up the lost revenue--and the result could be higher taxes for working people.

WHAT YOU CAN DO: Urge your Representative to oppose H.R. 500 or any other bill that would repeal or delay tax withholding from interest and dividend income. Also ask your Representative not to sign the petition to discharge H.R. 500 from committee.

Natural Gas Is Too Expensive; Act Now To Extend Price Controls

House and Senate energy committees already have begun consideration of natural gas legislation, and consumer interests could be buried under the pressure of oil company lobbying unless we begin to rally immediately.

TELL YOUR LEGISLATORS:
HOW MUCH ARE YOUR GAS BILLS?

U.S. Congress
Washington, DC
House: 20515 Senate: 20510

Dear Senator _____:

Dear Representative _____:

My natural gas bills have gone sky-high. Last month, I paid $_____ to the gas company. A year ago, my bills were $_____ a month.

Please cosponsor and support the Natural Gas Consumer Relief Act--H.R. 2154 and S. 996. This legislation will roll back gas price ceilings and extend government controls to 1987.

Sincerely,

_____

The critical issue at this point is whether prices of "old" gas--gas discovered before 1978--should be decontrolled. Old gas, which accounts for more than half the gas now being sold in the interstate market, often costs virtually nothing to pump. It sells for as little as 20 cents per thousand cubic feet (mcf). The Senate Energy Committee already has voted to decontrol old gas, which would allow its price to soar as high as today's average price for all gas--$2.75 per mcf.

The result: another $40 billion windfall to the major oil companies, which own most of the nation's natural gas as well.

The oil giants claim they need these enormous profits to search for more oil and gas. But only 25 percent of the recent profits of the 16 biggest oil companies went to domestic exploration and production; a much larger share, 37 percent, went to acquisitions of competing energy companies and non-petroleum investments.

WHAT YOU CAN DO: Let Congress know that you are angry about your soaring gas bills. Fill in the blanks in the sample postcard, left, and mail copies to your Senators and Representative.

Jobless Need Health Care Benefits Now

The AFL-CIO has testified before House and Senate committees urging speedy action on legislation to provide health care for the unemployed. Because the need among the long-term jobless is so great, Congress cannot afford to delay.

It appears likely that some health care program for the jobless will achieve passage. But the bills under consideration take widely varying approaches on such issues as level of benefits, means of financing, and choice of agency to administer the program.

WHAT YOU CAN DO: Urge your legislators to enact health care benefits for the unemployed.

In the House, H.R. 2552 deserves support. This bill could be improved by using Medicaid to help administer the program instead of state insurance pools. And the bill's grants to public hospitals should be strengthened.

In the Senate, S. 951 offers a good start. Ask your Senators to support amendments to increase its funding in order to expand coverage and benefits to all who need health care. And grants to the states should be made according to the states' total unemployment rates in order to allocate funds fairly.

Status of Major AFL-CIO Legislative Issues in the 98th Congress

REPRINT IN YOUR NEWSLETTER
POST ON YOUR BULLETIN BOARD

ISSUE	BILLS	SUBCMTE. HEARINGS	FULL CMTE. HEARINGS	FLOOR ACTION	HOUSE-SENATE CONFERENCE	PRESIDENT: SIGN OR VETO
JOBS AND RECESSION RELIEF Will create up to 400,000 man-years of work. Includes emergency food, shelter, health care funds, extended unemployment benefits.	HOUSE TRACK SENATE TRACK					SIGNED INTO LAW 3/25/83
SOCIAL SECURITY AMENDMENTS Legislation based upon the recommendations of the special advisory commission. Major portions were endorsed by AFL-CIO.	HOUSE SENATE					SIGNED INTO LAW 4/20/83
FIRST BUDGET RESOLUTION, FY 1984 Federal programs and revenues for the year beginning next Oct. 1. House-passed version, endorsed by AFL-CIO, stops Reagan cuts.	HOUSE SENATE			AFL-CIO-backed budget passed House 3/23/83 Reagan cuts rejected, resolution reported by Senate Budget Cmte.		
COMMUNITY SERVICE JOBS AFL-CIO-backed bill would create 500,000 jobs in community services, such as health screening, day care, road repair.	HOUSE: H.R. 1036 (HAWKINS, D-CA) SENATE: NO FAVORABLE BILL YET INTRODUCED		House Education and Labor Cmte.			
PUBLIC WORKS JOBS To speed repair of the nation's decaying "infrastructure:" highways, bridges, sewers, port facilities. Up to $13 billion over next two years.	SENATE: VARIOUS BILLS HOUSE: H.R. 2544 (OBERSTAR, D-MN)		Senate Environment & Public Works Cmte.			
MORTGAGE FORECLOSURE RELIEF To provide emergency loans for 76,000 homeowners facing the threat of foreclosure due to joblessness.	HOUSE: H.R. 1983 (GONZALEZ, D-TX) SENATE: NO FAVORABLE BILL YET INTRODUCED			Floor debate begun		
REVENUE SHARING Federal grants to local governments for use in police, fire departments, health care, libraries, education, road repair, etc.	HOUSE: FIRST BUDGET RESOLUTION INCLUDES FUNDING SENATE: S. 525 (HEINZ, R-PA)					
IMMIGRATION REFORM Several provisions, including temporary worker program and sanctions against employers who hire illegal workers, must be improved.	HOUSE: H.R. 1510 (MAZZOLI, D-KY) SENATE: S. 529 (SIMPSON, R-WY)		Passed House and Senate Immigration Subcmtes.			
NATURAL GAS PRICES Despite a worldwide energy glut, gas prices rose 25 percent last year. AFL-CIO-backed bills would prevent further price hikes.	HOUSE: H.R. 2154 (GEPHARDT, D-MO) SENATE: S. 996 (KASSEBAUM, R-KS)	Hearings not concluded				
DOMESTIC CONTENT LEGISLATION Requiring foreign auto manufacturers to build plants here would restore up to one million jobs in auto production, supplier industries.	HOUSE: H.R. 1234 (OTTINGER, D-NY) SENATE: S. 707 (RIEGLE, D-MI)	Hearings not concluded				
OCCUPATIONAL DISEASE PREVENTION, COMPENSATION Current patchwork of state laws is inadequate.	PROGRESS MADE IN 97th CONGRESS, WATCH FUTURE ALERTS FOR BILL NUMBERS THIS CONGRESS					
RESTORING U.S. SHIPBUILDING AND TRANSPORT CAPABILITY Foreign ships carry 96 percent of bulk commodities in U.S. foreign trade. These bills would boost shipping by U.S.-flag vessels.	HOUSE: H.R. 1242 (BOGGS, D-LA) SENATE: S. 1000 (TRIBLE, R-VA)					
HELP STOP THE BILLS LISTED BELOW						
TAX FAIRNESS: INTEREST, DIVIDEND WITHHOLDING Bankers are pressuring Congress to repeal this tax reform.	HOUSE: H.R. 500 (D'AMOURS, D-NH) SENATE: S. 222 (KASTEN, R-WI)	House bill is stalled in Ways and Means Cmte.; battle may come on a motion to "discharge" it from committee. "Compromise" Kasten amendment to delay withholding until 1987 passed Senate 4/21/83.				
REAGAN JOB-EXPORT CARIBBEAN BASIN PLAN Allowing multi-national corporations to funnel their products through the Caribbean for U.S. tax, trade privileges will export U.S. jobs.	HOUSE: ADMINISTRATION BILL NOT YET INTRODUCED SENATE: S. 544 (DOLE, R-KS)		Senate hearings April 13			
REAGAN SUBMINIMUM WAGE Employers would lay off adults making $3.35/hour, replace them with teens at $2.50 or less. Bills also include Reagan "voucher" scheme.	HOUSE: H.R. 2149 (CONABLE, R-NY) SENATE: S. 1023 (DOLE, R-KS)	Not likely to pass House or Senate subcmte., but could be attached as a "rider" to another bill				
ANTI-PICKET HOBBS ACT AMENDMENTS We stopped this unfair legislation in 1981-82, can do so again.	HOUSE: H.R. 287 (ROBINSON, R-VA) SENATE: S. 462 (GRASSLEY, R-IA)	Senate Judiciary Separation of Powers Subcmte.				

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SATURDAY
APRIL 30, 1983

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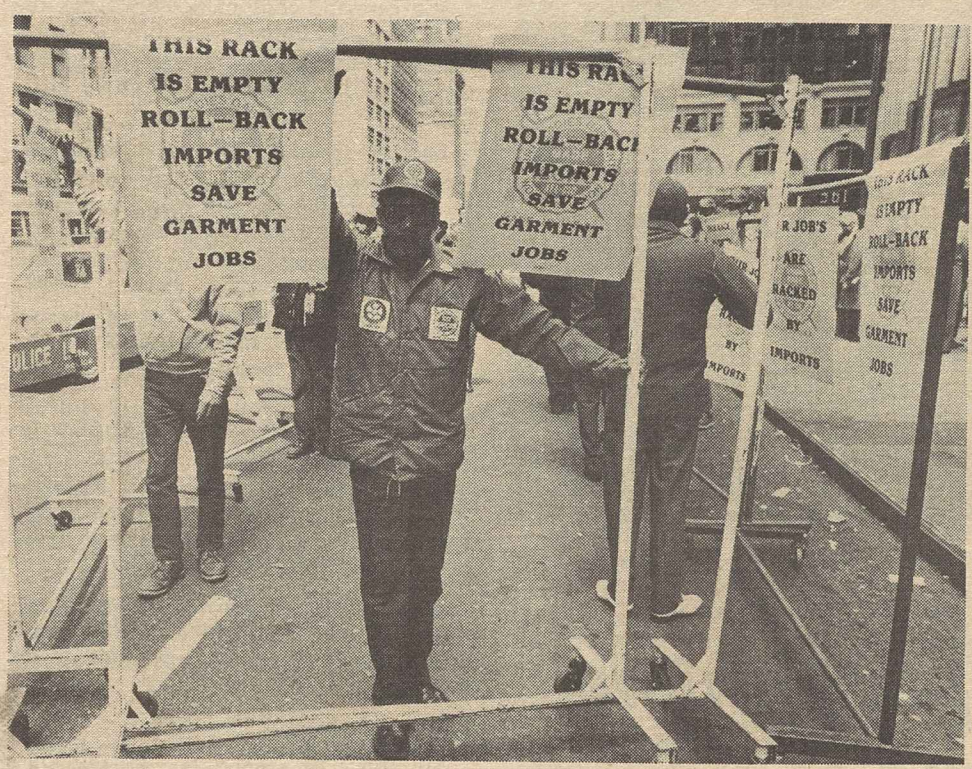


Racked by imports

Empty garment racks at a New York rally of shipping clerks and other clothing workers underline the devastating impact of imports on jobs in the American apparel industry. The Ladies' Garment Workers demonstration was aimed at widening support for a congressional resolution calling on President Reagan to lower imports to 25 percent of the domestic market from the current 41-percent level. (Story, Page 5.)

Congress pressed on health care aid for nation's jobless

By David L. Perlman

An emergency program of health insurance for America's unemployed drew the strong support of the AFL-CIO and vehement opposition from the Reagan Administration.

At House and Senate hearings, AFL-CIO Legislative Director Ray Denison welcomed bipartisan sponsorship of health coverage legislation and called for quick action by Congress.

Millions of workers lost health insurance protection along with their jobs and the prolonged recession has left a large portion of them unable to meet medical expenses, he testified.

Then David A. Stockman, director of the Office of Management & Budget, went before the Senate Finance Committee to shatter illusions that the Administration would support such a move.

Any new federal entitlement program is "totally unacceptable," Stockman testified. "For all practical purposes, the federal government is insolvent," he insisted.

Stockman said the Administration was willing to require that employers give laid-off workers an opportunity to buy continuation of health insurance coverage at group rates for up to one year—with the cost paid by the unemployed worker. The only federal funds the Administration would consider, Stockman said, would be new revenue from taxing workers on the value of employer-paid health insurance even more stringently than the Administration has already proposed.

Political blunder

Stockman's testimony signalled that the hard-liners had won an internal Administration battle over the issue and Sen. Robert Packwood (R-Ore.) told the OMB director bluntly that the Administration was making a "terrible political and philosophical mistake."

The chairmen of both congressional panels holding hearings on the issue are among the sponsors of health coverage legislation. Senate Finance Committee Chairman Robert Dole (R-Kan.) and Rep. Henry A. Waxman (D-Calif.), chairman of a House subcommittee on health, have introduced bills that differ in a number of details but include federal grants to states to meet a large share of the cost of a voluntary health insurance program for the unemployed.

States that participate could deduct up to 5 percent of unemployment payments in the Waxman bill and up to 8 percent in the Dole bill to help pay for the coverage cost for persons choosing to enroll in the program.

Similar measures

Other members of Congress have introduced legislation with similar intent.

At the House hearings, Auto Workers President Douglas A. Fraser submitted a statement in "strong support" of the principal features of the Waxman bill. Fraser is chairman of the Health Security Action Council, the coalition that has pressed for comprehensive national health insurance.

Fraser cautioned that "health care protection for the unemployed will not be cheap. The problem cannot be papered

Continued on Page 5

Contract bar proposed for scofflaw employers

Legislation to bar firms that defy federal labor law from getting government contracts was strongly supported at House hearings that focused on the union-busting tactics of Litton Industries.

Litton is a conglomerate whose subsidiaries do substantial business with the government despite multiple unfair labor practice offenses, unions that have dealt with the corporation testified.

The hearings by the House Subcommittee on Labor-Management Relations were on the contract debarment bill introduced by Rep. Paul Simon (D-Ill.). It is based on a section of the labor law reform bill that passed the House during the Carter Administration but was blocked by a Senate filibuster.

Deterrent needed

Industrial Union Dept. President Howard D. Samuel said legislation is needed because "slap-on-the-wrist" remedies don't deter employers from violating the National Labor Relations Act.

Employers have found it profitable to break the law, Samuel testified, and the occasional back-pay award to a fired union supporter "is just viewed as a reasonable cost of doing business."

Rep. William Clay (D-Mo.), who has succeeded the late Rep. Phillip Burton (D-Calif.) as chairman of the subcommittee, said at the start of the hearings that it was "fundamentally illogical" for the government to reward employers who flout the law.

Since the focus of the hearings was on Litton's record, the company's executives had been invited to give their side of the case but had declined to testify, Clay said.

Machinists President William W. Winpisinger, whose union represents 2,200 Litton Industries workers in seven states, said most of the organized units were established before the companies were taken over by Litton Industries.

He cited a pattern of plant closings where unions get a foothold, the firing and harassment of union supporters, and refusal to bargain in good faith.

Other conglomerates are starting to copy the Litton pattern, Winpisinger warned.

Continued on Page 3

Supreme Court upholds validity of pre-hire pact

A unanimous Supreme Court slapped down a construction industry employer who first sought the benefits of a pre-hire union agreement and then tried to evade its obligations.

The decision was in accord with the position taken by the AFL-CIO and the Building & Construction Trades Dept. in a joint brief to the Supreme Court. Labor's concern was that the legal arguments advanced by the employer in what appeared to be a simple case threatened the unique collective bargaining framework for the construction industry.

Trustees of a jointly administered health and welfare fund sued a California subcontractor who had failed to make fringe

Continued on Page 6

'Do more' for jobless

Labor secretaries prod Reagan

Six former Secretaries of Labor, from both Democratic and Republican administrations, joined in urging President Reagan to "do more for the unemployed."

They called for a large-scale public service jobs program, for retraining with special emphasis on the plight of workers not likely to be rehired in industries where unemployment is shrinking, and for a nationwide extended unemployment benefits program that would continue until the jobless rate drops to "acceptable" levels.

The letter to Reagan, dated Apr. 8, was made public after weeks had passed without a response.

Its authors included three former Cabinet members who served under Republican presidents—John T. Dunlop, Peter J. Brennan and W. J. Usery, Jr. The three signers who headed the Labor Dept. under Democratic presidents were Arthur J. Goldberg, W. Willard Wirtz and F. Ray Marshall.

Their letter welcomed the jobs bill enacted earlier this year as a "first step," but noted that only a small portion of America's unemployed will find employment through its programs. The slow pace of recovery will leave unemployment at about 11 million a year from now, according to the government's estimates, they noted.

More needed now

The former Cabinet members urged hiring the unemployed for "useful and productive" public service jobs, and acknowledged that such a program will require "a large expenditure of public funds." But they insisted that "it is imperative to do more for the unemployed than present measures."

They expressed concern that "the loss of jobs very often is accompanied by the loss of health benefits," and at the stopgap extensions of unemployment benefits linked to state triggers. During periods of high unemployment, extended benefits should be available nationwide, they urged.

Even after economic recovery, "many workers will never be returned to their jobs," the letter noted, and "retraining is essential" to prepare them for jobs that will exist.

The six former Cabinet members wrote Reagan that they were submitting their suggestions "because of our common concern about the plight of the unemployed and because all Secretaries of Labor are mandated by law 'to foster, promote and develop the welfare of the wage earners of the United States to improve their working conditions and to advance their opportunities for profitable employment.' "

The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

4/30/83

Zone proposal called no cure for jobless ills

The enterprise zone legislation sought by the Reagan Administration would sacrifice needed tax revenues in order to shift unemployment from one locality to another, the AFL-CIO charged at Senate hearings.

Assistant Research Director Arnold Cantor said the AFL-CIO remains opposed to offering an array of special tax benefits and regulatory exemptions to firms that move into designated hardship areas, such as inner-city neighborhoods.

Government should launch programs to reduce unemployment, not just move it around, Cantor told the Senate Finance Committee. The "only certainty" of the Administration plan, he suggested, would be the loss of tax revenues and a new destructive competition among communities to attract "footloose businesses."

Inner cities are hurting from Administration cuts in federal services and grants more than they would be helped by the type of employer likely to be lured by tax breaks and low wages, he suggested.

By contrast, he cited the AFL-CIO proposals for expanded public services and local public works, for housing and other needed facilities.

Where assistance to employers is warranted, he suggested, it should be undertaken through a tripartite National Reindustrialization Board with labor, business and government representation.

"America must deal with the immediate needs of its 11 million jobless as well as the specific problems of particular groups of workers and distressed areas," Cantor insisted.

These needs, he stressed, "will not be served through proposals like enterprise zones which merely continue the myth that government is the source of our ills and that cutting taxes, lowering standards and reducing services are the cures."

Recession holds consumer prices to slight increase

Retail prices, as measured by the federal government's consumer price index for urban wage earners and clerical workers, rose three-tenths of 1 percent in March, but most analysts believe higher prices are in the offing.

In the past 12 months, the CPI rose 3.7 cent and is up only three-tenths of 1 percent for the first quarter of 1983, the Bureau of Labor Statistics reported.

The sharp slowdown in inflation is largely a result of the deep recession that has held down wages and demand for goods and services. The CPI in March stood at 293.4 percent of its 1967 base.

Economists expect that higher energy and food costs will push up consumer prices in coming months. The nickle-a-gallon federal gasoline tax that went into effect in April, together with a halt to the decline in world oil prices, are expected to feed through to the consumer soon, analysts say.

Food prices already have begun to climb rapidly, with a 3.3-percent increase in fruit and vegetable prices last month "reflecting reduced supplies caused by the rainstorms in California and Florida," BLS said. Overall, food prices were up five-tenths of 1 percent in March, after several months of little or no increase.

Shelter costs up

Also responsible for the March acceleration in prices were a large increase in shelter costs and a slightly larger increase in apparel prices. The entertainment and other goods and services categories both registered increases, while medical care costs moderated.

Real, or inflation-adjusted, earnings, meanwhile, rose nine-tenths of 1 percent over the month and were a full one percent higher than a year earlier, BLS said

FBTD President Robert F. Harbrant tells Beverly Enterprises stockholders the nursing home operator is delinquent in its care of patients.

Proxy battle spurs unions in nursing home campaign

Pasadena, Calif.—Buoyed by its ability to persuade at least one large institutional investor to vote with labor in a proxy fight with Beverly Enterprises Inc., the AFL-CIO Food & Beverage Trades Dept. said it would step up its corporate accountability campaign against the country's largest nursing home operator.

FBTD President Robert F. Harbrant said that Chase Manhattan Bank's vote of 482,000 shares in favor of the department's two resolutions seeking better patient care and against a management-sponsored resolution to increase stock options for officers and directors "clearly demonstrates that responsible institutional investors are becoming concerned with patient care as well as profitability."

The Chase vote at Beverly's annual meeting here so encouraged FBTD and its affiliates, Harbrant said, that "we plan to move forward with actions to hold other institutional stockholders accountable for Beverly's patient care."

Strongest showing

While the unions lost all three issues, their 1.3-million vote total—10 percent of the votes cast at the meeting—was believed to be one of the largest ever tallied by labor forces in such a confrontation with management.

The skirmishing followed a two-week proxy solicitation campaign among Beverly stockholders by the FBTD, whose two largest affiliates, the Service Employees and the Food & Commercial Workers, mounted a campaign of their own in January attacking the quality of care at Beverly nursing homes and seeking to organize employees.

"Because of our strength and our proxy count," said Jeff Fiedler, FBTD's director of corporate affairs, "we were able to negotiate a place on the agenda and to speak at length about the sorry state of patient care in the more than 600 Beverly homes across the country."

Third clash

It was the third year in a row that representatives of organized labor clashed with management at Beverly's annual meeting. In 1981 and 1982, FBTD candidates for the company's board of directors lost out to company-backed nominees.

SEIU and UFCW are now in a coordinated campaign to unionize the firm's 60,000 employees in 37 states and the District of Columbia and to reform patient care standards.

A minority shareholder in Beverly, FBTD opposed management's plan to increase the number of authorized shares under the stock plan, and sought the appointment of an independent panel of experts to study the quality of patient care at Beverly nursing homes and the establishment of search committee to recommend appointment of a long-term health care expert as a seventh member of the board.

At the meeting, Harbrant released the results of a new study based on questionnaires submitted to Beverly employees. The survey showed 80 percent of those who responded felt "low pay" was their biggest on-the-job problem, and 66 percent cited "lack of staff" as another major problem, Harbrant said.

Near minimum wage

Some 64 percent said they make less than $4.03 an hour.

"We received questionnaires back from employees at more than 160 different Beverly homes and the sample size is large enough to support our conclusions," Harbrant said.

"From our initial study and from the employee survey, we have learned that Beverly homes are chronically understaffed and that employees, among the lowest paid in the entire health care industry, simply don't have the time to properly care for their patients."

Bill to reduce manufacturer liability fought

Workers and consumers will be the losers if Congress limits the liability of manufacturers of defective or harmful products, the AFL-CIO contended at Senate hearings.

Special Counsel Laurence Gold expressed the AFL-CIO's "total opposition" to a product liability bill being pushed by the National Association of Manufacturers and other business groups. He protested that it would substitute limited federal product liability standards that are skewed to the interests of manufacturers for the right of injured parties to sue in state courts.

The bill's sponsor, Sen. Bob Kasten (R-Wis.), is chairman of the Senate Commerce subcommittee considering the measure. The full committee approved a similar bill in the last Congress, but it never reached the Senate floor.

Gold noted that the groups most actively pushing for federal legislation are usually trumpeting state jurisdiction on such matters as job safety.

Bad features

He listed as among the Kasten bill's "most objectionable features" provisions that would:

- Absolve a manufacturer of liability unless the firm "knew or should have known" of a dangerous defect and there was also a technologically feasible means of eliminating the danger. Gold viewed this as a retreat from present law which holds a manufacturer responsible for all defects that make a product unreasonably dangerous.
- Lessen the obligation of manufacturers to warn the ultimate user of his product of possible hazards.
- Exclude, in most cases, wholesalers or retailers from product liability suits. This would narrow the avenues of recovery of damages.
- Shift much of the burden of compensation for work-related injuries stemming from a defective product from the manufacturer to the workers' compensation system.

As labor sees the proposed legislation, Gold said, it amounts to yet another case of seeking "to take from those who need it most . . . in order to give to those who have the most."

Award cites union volunteers in aid to elderly, handicapped

A union-sponsored volunteer program providing aid to low-income senior and handicapped citizens in Seattle, was honored with one of eight 1983 President's Volunteer Action Awards.

The King County Labor Council's Union Retirees Resources Program for the elderly and the disabled was selected ahead of nearly 2,000 other volunteer programs nominated. Accepting the award at an Apr. 13 White House luncheon were George Petersen, 76, and Harry Doremus, 71, representing the program volunteers.

Sponsored by the King County AFL-CIO's community services agency, the union retirees resources program makes home repairs for persons who are 55 years or older or physically handicapped, and who have an income of less than $400 a month.

Retired members

Both award recipients are retired union members—Petersen, with Lumber & Sawmill Workers Local 2519, and Doremus of Carpenters Local 1289 in Seattle.

The union retirees are not paid for their work. They are reimbursed only for mileage. The project helps the elderly and the handicapped with minor home repair problems such as leaking faucets, and the like.

The program was the only union-sponsored project to receive the award. The President's Volunteer Action Awards were created in 1982 to focus public attention on the contributions made by volunteers.

The awards categories include the arts and humanities, education, environment, health, human services, international volunteering, jobs, material resources, public safety, and the workplace.

Two other union-sponsored volunteer projects were cited, one in Illinois and the other in Iowa.

Honorable mentions

Thirty-five unions, most of them in the building trades, received honorable mention for their joint effort in building a 700-acre community park in Alton, Ill. The work involved over 1,800 union volunteers who put in an estimated 80,000 hours from the start of the project in 1978 to the present.

The trade unionists built baseball diamonds, soccer and football fields, a playground, a nature trail for the handicapped, and a flower garden with signs in braille for the blind. Plans are proceeding for a golf course and a swimming pool.

In Waterloo, Ia., retirees from Auto Workers Local 838 and Packinghouse Workers Local 46 served as coordinators for the Agriculture Dept.'s surplus food program, distributing 351,850 pounds of cheese and 175,680 pounds of butter in Black Hawk County. Their other programs include work with juvenile delinquents and gardening projects for the elderly.

Financial snags resolved

Guild, ITU work out new merger accord

The executive board of the Newspaper Guild has unanimously approved terms of a new agreement with the Typographical Union that would lead to the merger of the two unions.

TNG President Charles A. Perlik, Jr. and ITU President Joe Bingel said the terms of the agreement are "greatly improved" over a previous merger proposal that was withdrawn from both unions' ratification processes last December after differences over its financial provisions could not be resolved.

Terms of the new pact were made final at talks between both unions' special committees held Apr. 7-9 at ITU headquarters in Colorado Springs, Colo. The committees, made up of international and local union officials, first met in 1977.

The amended merger terms will be submitted for approval to the Guild's convention which begins June 27 in Cleveland. The agreement also will be examined by delegates to the ITU's convention in San Francisco in August.

If the agreement is approved by the Guild delegates, the unions expect to submit the merger issue in September to simultaneous referendum votes by each union's membership.

Founding convention

If approved, the merger would become effective at the new union's founding convention, anticipated for early 1984 in Washington, D.C.

The merged union would be called the Media Workers International Union ITU/TNG, and would become the largest union of primarily newspaper employees in the United States, Canada and Puerto Rico. The ITU currently has about 44,400 "at-trade" members, and the TNG has about 31,500 active members.

The principal changes in the new agreement are in the dues structure for the merged union and in the number of full- and part-time officers during its four-year transition period of shared leadership.

The agreement provides for the new union to be directed by a two-tier leadership structure between annual conventions: a full-time executive council and a governing board, which would meet at least twice between conventions as well as immediately before and after each of them.

Seven-member board

The executive council initially would have seven members, four ITU and three Guild, rather than nine. After the first four years, as originally, there would be five council members, elected without regard to membership in either predecessor union.

In addition, the governing board would be made up of 14 regional and 11 at-large representatives, the latter reduced from 15. Regional seats would be divided evenly between the predecessor unions, while the ITU would have one more at-large seat than the Guild. In the second two years, the at-large seats would be pared to seven, four for former ITU members.

Thereafter there would be seven at-large and seven regional seats, all filled without regard to the predecessor unions.

Dues structure changes would result in a lesser initial reduction in international dues for members of ITU locals than in the original document, with a new mechanism also provided for further reduction during the time it takes for international dues for former Guild members to catch up. Former Guild locals would continue to pay international dues on a per-capita basis in the same annually adjusted amounts as now until rates become the same.

Local mergers would be encouraged, but would be left to votes by majorities of each of the locals involved, as in the initial agreement.

Multi-union demonstration against Litton Industries' labor law violations.

Contract debarment sought for law-defying employers

Continued from page 1

If the trend continues, collective bargaining rights could be effectively repealed "but not by an act of Congress."

Union-busting "should not be sanctioned with the kind of juicy government contracts on which Litton has grown fat," Winpisinger said.

President William H. Bywater of the Electrical, Radio & Machine Workers urged Congress to "put some teeth into our labor laws" to bring pressure on employers such as Litton that engage in "flagrant and repetitive lawlessness."

Unfair practices

He cited a recent IUE campaign at Litton's Triad-Utrad plant in rural Indiana which resulted in complaints citing more than 50 separate unfair labor practices by the company.

Bywater termed Litton's conduct "a textbook study" of the ways in which the remedial provisions of federal labor law aren't working.

In other testimony at the House hearings:

- Vice President John M. Greer of the Graphic Arts International Union described tactics used by Litton Industries to undermine the union's majority in a decertification effort. He brought a GAIU international representative to testify to the actions of a business form manufacturing division of a Litton subsidiary because employees there were afraid of retaliation if they spoke up.
- A former supervisor at a Litton plant in Alabama, Andrew Kyle, testified that he had been dismissed in 1979 because he had refused to fire union supporters during an organizing drive by the Aluminum, Brick & Clay Workers.
- Auto Workers attorney Leonard Page noted that "just the threat of debarment" from contracts for civil rights violations "has transformed many recalcitrant employers into shining beacons of morality and legal obedience."

He termed it "hypocritical" for the federal government to grant lucrative contracts to firms that flagrantly defy labor laws.

- Hugh Harley, organizing director of the unaffiliated United Electrical Workers, said workers at Litton's microwave oven plant in Sioux Falls, S.D., are without a contract two and one-half years after voting for union representation. And a UE steward there said he expected disciplinary retaliation for coming to Washington to testify.

Others who appeared in support of the contract debarment bill included Cornell University Prof. Charles Craypo, who said Litton uses "cost-benefit" calculations in choosing to violate the law, and George Ogle, director of the United Methodist Church Dept. of Social & Economic Justice.

Washington rally

Later, unions cooperating in a campaign to spotlight Litton's unfair labor practices joined in a rally that was cosponsored by the Metropolitan Washington AFL-CIO.

Unlike most other employers that have achieved notoriety as union-busters, Litton-controlled enterprises cover an unrelated range of industries and many of its companies do not carry the Litton name.

The company claims that its 89 divisions, ranging from a shipbuilding subsidiary to an office equipment firm, set their own labor relations policies. But the unions dealing with Litton Industries firms charge a pervasive pattern of violations and have urged the NLRB to treat Litton and other conglomerates as a single employer in identifying patterns of violations.

IUD's Samuel noted in his testimony that the problem of persistent and deliberate violations of federal labor law by employers has been thoroughly documented over the years and past congressional committee reports are replete with examples.

Blacklist reprisal

The bill providing for debarment would be "a step in the right direction," he testified. "An employer who, for all practical purposes, blacklists employees for union activity should be blacklisted by government," Samuel urged.

Simon, the sponsor of the bill, said its intent is to assure "that federal money will not be used to help break federal law." He noted that Litton Industries is one of the nation's largest defense contractors, with total billings of nearly $1.5 billion.

Under present practices, Simon noted, law-abiding businesses are at a disadvantage "from the unfair competition of corporations not complying with the law."

At labor law hearings, Congressmen Simon and Clay with Machinists President Winpisinger and IUD's Samuel.

SIU charges Reagan budget spells death to U.S. shipyards

Seafarers President Frank Drozak told a Senate Merchant Marine panel the Reagan Administration's latest budget proposals "spell death" to the nation's commercial shipyards.

Drozak, who is president of the AFL-CIO Maritime Trades Dept., accused the Administration of seeking to "gut existing maritime programs in its 1984 budget."

He said the Administration has requested no funds for the construction differential subsidy (CDS) program and has indicated it will seek authority to allow subsidized U.S. operators to build overseas.

In addition, Drozak pointed out, the Administration has requested a $900 million cap on new loan guarantees under the federal ship financing fund, with $300 million of that amount to be used only if necessary for national security.

Underfunded plan

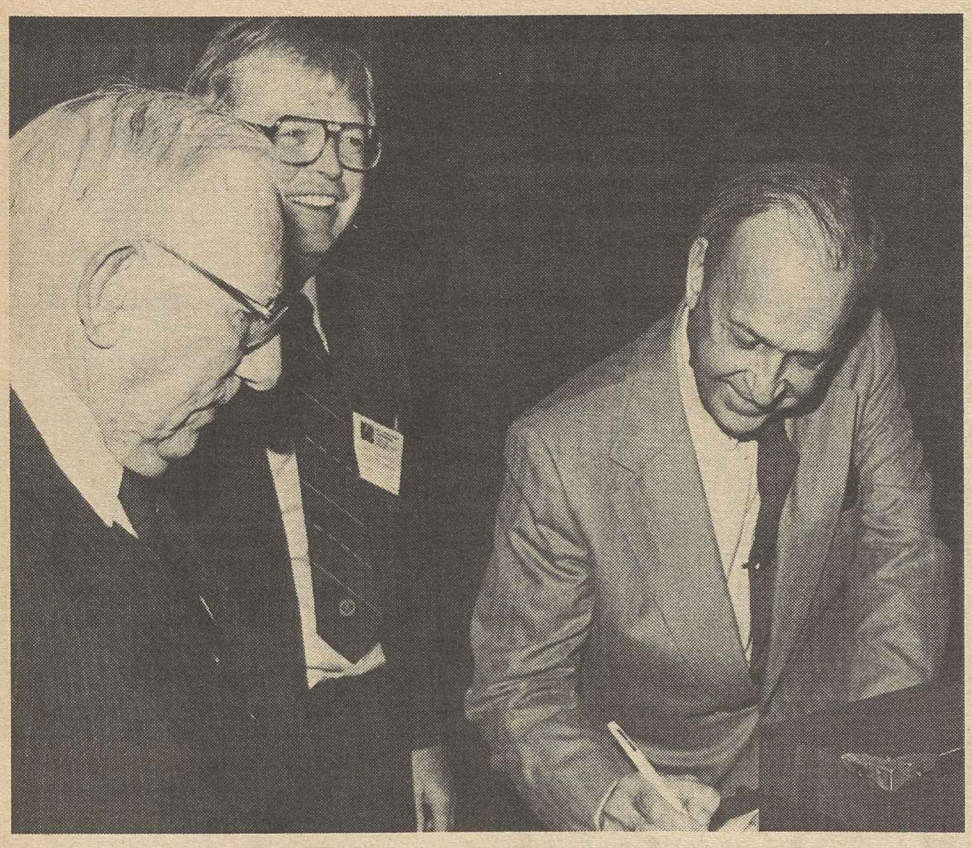
"The underfunding of CDS in recent years has led to the decrease in demand for American ship construction, not the other way around," Drozak said. He said the Administration's policy to let U.S. operators build and repair abroad has resulted in 36 ships being built and 13 ships being reconstructed in foreign yards.

If the Administration and Congress had approved adequate funding for CDS, Drozak said, these ships would have been built in U.S. yards, "employing thousands and thousands of U.S. workers."

Instead, Drozak said, 50,000 shipyard jobs were lost over the past seven years and last year, 25,446 American seamen were "on the beach" looking for jobs.

In examining only costs, Drozak said, the Administration has "lost sight" of the economic benefits of maritime programs. He pointed out that the $1.9 billion spent on operating subsidies between 1970 and 1978 generated $11.6 billion in output throughout the entire U.S. economy and provided 196,000 man-years of employment in the maritime industry alone. Similarly, $1.4 billion spent on the CDS program generated the construction of vessels and marine equipment valued at $4.2 billion and provided 136,000 man-years of shipyard employment, he said.

Drozak expressed support for legislation introduced in the House by Rep. Lindy Boggs (D-La.), which would authorize appropriations for the acquisition, construction or reconstruction of vessels in U.S. shipyards to encourage more bulk cargo to be carried in U.S. ships. A similar bill is pending in the Senate.



Covering COLA

Sheet Metal Workers President Edward J. Carlough, center, explains a decision by the union's pension fund trustees to pay its 11,000 retirees an amount equal to the social security cost-of-living adjustment which was deferred six months until January 1984, while Cavett Snyder, a management trustee, signs the authorization which will cost the fund about $1.65 million. The retirees will receive a lump sum payment of about $150 each. "What we're doing with regard to social security COLAs is what government should be doing," Carlough said. "But if government in the Reagan era won't, we will." Rep. Claude Pepper (D-Fla.), left, said this action was an example other pension funds should follow.

UFCW fights scheme to scrap union contract under bankruptcy bid

The Food & Commercial Workers accused Wilson Foods Corp. of violating federal labor law by unilaterally voiding its current multi-plant bargaining agreement with the union.

The UFCW has already filed grievances at the 12 Wilson plants under union contracts and is studying other options to counter the company's move.

UFCW Vice President Lewie G. Anderson said that until a course of action is decided upon the union has advised its 6,200 members employed by Wilson to continue to work.

"We take the position that the contract is still in place since it has not been set aside by a court order," said Anderson, director of UFCW's Packinghouse Division. Wilson's actions also violate the National Labor Relations Act because they unilaterally change the terms and conditions of employment, he charged.

Bankruptcy action

The meatpacking firm, one of the largest in the industry, precipitated the legal turmoil Apr. 22 by filing for reorganization under Chapter 11 of the federal Bankruptcy Code. Under Chapter 11, a company seeks court protection from creditors while it works out arrangements to pay off debts.

Kenneth J. Griggy, Wilson's board chairman and chief executive officer, said the company does not expect to close any of its 12 plants or lay off workers, but will seek to reduce wages sharply. The reorganization petition was filed in Oklahoma City.

Anderson said the union was informed of Wilson's intentions only 45 minutes before the filing took place and received copies of the court papers four days later.

Wage drop predicted

If Wilson is allowed to put its wage cutbacks into effect, he said, "it may very well cut wages to the tune of $7-$9 an hour." He said the firm also wants to reduce future monthly pension benefits, eliminate two paid holidays, reduce night shift premium pay, dismantle the workers' health insurance plan, and change sick leave provisions. Base hourly wages have averaged $17.

UFCW negotiated an early settlement with Wilson and other major meatpackers in December 1981 freezing pay for 44 months and deferring cost-of-living adjustments until the end of 1983. In return, the companies agreed not to close any plants for 18 months.

Anderson said there are three options presently available to the union. "We could seek federal court action to have Wilson adhere to the contract, call a strike against the company, or file charges with the NLRB," he said.

Anderson traced the company's financial problems to poor management practices and heavy losses in commodity futures market speculations.

Disturbing trend

He said he was concerned over what he sees as a trend in American business to abuse the federal Bankruptcy Code, and warned that if Wilson is successful in this instance other companies might be encouraged to follow suit.

Whether Wilson will be allowed to change the contract terms could be determined by the U.S. Supreme Court, which has a similar case before it involving a New Jersey firm. The high court earlier this year agreed to review a case in which the 3rd U.S. Circuit Court of Appeals allowed an employer undergoing reorganization under the Bankruptcy Code to reject the terms of a collective bargaining agreement without first complying with the requirements of the Taft-Hartley Act.

Dennis confirmed by Senate to fill Labor Board vacancy

The Senate confirmed President Reagan's nomination of Patricia Diaz Dennis to fill the remaining vacancy on the National Labor Relations Board, while the board announced the appointment of Hugh Reilly to serve as the agency's solicitor.

Dennis will be the only Democrat on the five-member board. Chairman Donald Dotson and Members Robert Hunter and Howard Jenkins, Jr., are Republicans. Member Donald Zimmerman is an independent.

Reilly, formerly an attorney with the National Right to Work Legal Defense Foundation, comes to the board from the Labor Dept., where he was executive assistant to the assistant secretary of labor-management relations and acting assistant director of the labor-management standards enforcement program.

Reilly had been with the right-to-work foundation from 1973 to 1981. As chief legal adviser to the board, Reilly replaces Berton B. Subrin, who had filled the position on an acting basis since Apr. 5, when the former solicitor, Willie Lee Clark, was named to the post of NLRB regional director in Winston-Salem, N.C.

The solicitor advises the board on a wide range of matters, including requests for interim injunctive relief under the Taft-Hartley Act and requests for Supreme Court review. He also drafts advisory opinions, and counsels members on the adoption of new rules and regulations.

Traditionally, the solicitor also handles congressional requests for the NLRB's position on legislative proposals.

Dennis, a 36-year-old management attorney with the American Broadcasting Co. in Los Angeles, is a graduate of the University of California at Los Angeles, and received her law degree from Loyola University of Los Angeles in 1973. She joined the legal staff at ABC in 1978.

The Senate approved her nomination Apr. 15.

Safety, Health Institute elects J. C. Turner

Operating Engineers President J. C. Turner has been elected chairman of the Workers' Institute for Safety & Health by the organization's board of trustees.

Turner replaces Warren J. Smith, former secretary-treasurer of the Ohio AFL-CIO, who has been appointed director of the Ohio Dept. of Transportation.

Other officers of the institute are AFL-CIO Industrial Union Dept. President Howard D. Samuel, vice chairman; National Council of Senior Citizens President Jacob Clayman, treasurer; and Flint Glass Workers President George Parker, secretary.

'Scoop' White dies at 78, editor of ITU Review

Colorado Springs, Colo.—Ralph "Scoop" White, the founding editor of the Typographical Union's ITU Review, died here Apr. 24 after an apparent heart attack. He was 78.

White retired in 1973. As director of the ITU Union Label & Public Relations Bureau, he founded the ITU Review, a monthly newspaper, in 1958. He later compiled a three-volume history of the union.

Earlier, White was editor of the Monroe (La.) Daily News Digest, one of several newspapers formed by the ITU in several cities to combat unfair publishers. He also served as editor of Labor's Daily, a national daily labor newspaper published in the 1950s.

Funeral services were held here Apr. 27. Survivors include his wife Helen, a son, and three daughters.

J.P. Stevens master contract renewed

Roanoke Rapids, N.C. — The Clothing & Textile Workers signed a new 25-month master contract with J. P. Stevens & Co. covering 3,500 workers at nine southern plants.

It is the first negotiated agreement for these workers since the historic settlement, reached in October 1980, that ended a bitter 17-year struggle that was marked by litigation and a boycott. That agreement was signed seven years after the ACTWU won its first election here.

The new agreement will expire May 28, 1985, to coincide with the expiration date of a contract at Stevens's Wallace, N.C., plants, where the ACTWU represents 500 workers.

ACTWU President Murray H. Finley termed the settlement "a maturing of the collective bargaining process in which both parties demonstrated a willingness to live with each other." He said that regular meetings with the company have kept the channels of communication open and led to a normalization of relations.

Stable relations

"The stability of these relations is reflected in the ability of the company to weather the current economic crisis and in the high percentage of union membership we have maintained in these right-to-work states," Finley said.

Bruce Raynor, ACTWU vice president and Deep South regional director, said the agreement, covering only non-economic items, strengthened seniority rights of workers in job bidding and shift preference, and improved the recall and "bumping" procedures in relation to layoffs.

Grievance and arbitration procedures, and shop stewards' rights and responsibilities were improved, the union reported.

Wages and fringes will be negotiated separately in an annual reopening of negotiations which occurs in late spring. ACTWU said it has negotiated wage increases in each year since the initial contract was signed and last year added a dental plan.

"What characterizes this contract," said Raynor, "is that there were no concessions on the part of the union. It is notable the workers made concrete gains and took no backward steps."

Clyde Bush, Roanoke Valley joint board manager, pointed out that employment at the Roanoke Rapids plants covered by the master contract has grown from about 2,400 in 1980 to over 3,000. The contract also covers about 150 workers at the High Point, N.C., plant and 150 at the Allendale, S.C., plant.

Finley said the company has invested in major remodeling and modernization at the Roanoke Rapids, High Point and Wallace plants.

Taylor, Jager retire from AFL-CIO

George H. R. Taylor, director of the AFL-CIO Dept. of Occupational Safety & Health and federation Economist Elizabeth R. Jager retired in April.

Taylor, 71, who has headed the department since its inception in 1978, joined the AFL-CIO in 1959 as an economist dealing with natural resources, nuclear and energy issues before specializing in job safety and health.

Taylor also served as the secretary of the Executive Council's Standing Committee on Occupational Safety & Health.

Since 1972, he has chaired the Bureau of Labor Statistics' Technical Advisory Committee on Occupational Safety & Health and is a member of both the Nation Advisory and Federal Advisory Committees on Occupational Safety & Health.

Jager, 57, joined the CIO Research & Education Dept. in 1950, and came to the federation in 1955 as a specialist in international trade and investment issues.

She is chairman of the Bureau of Labor Statistics' Foreign Labor & Trade Committee of the Labor Research Advisory Council, and a member of State Dept. advisory committee on trade.

Jager retired Apr. 15; Taylor's retirement is effective Apr. 30.

'Savings' from robots carry high human price tag

People who design and use workplace robots have a responsibility to look at the social and economic consequences the new technology will have on human workers, according to Dennis Chamot of the AFL-CIO Dept. for Professional Employees.

Putting the emphasis on increasing productivity through capital investment in machines rather than creating new jobs "almost guarantees elimination of current jobs or a reduction in future job growth," Chamot told the Baltimore-Washington chapter of the Robotics International Society of Manufacturing Engineers.

Chamot, DPE's assistant director, stressed that new technology should not be embraced "as a substitute for the current workforce." Instead, he suggested, employers have a responsibility to put back some of their gains from the introduction of machinery into employee protections and retraining.

Advances in robotics, the use of computers and other forms of automation are being felt throughout the economy in both blue- and white-collar jobs, and workplaces nationwide are facing extensive redesign, Chamot noted.

As part of the process of change, human and social concerns like workers' fears about job security and loss of income must be taken into consideration, he stressed.

Chamot urged employers planning to introduce new technology to involve union representatives "as early as possible" in the process.

Needed protections

He recommended the adoption of strong job security agreements, pay protections, retraining guarantees and related measures to offset "the potentially negative consequences of technological change."

Retraining programs, Chamot said, should include broad basic concepts as well as narrow, specific skills to help workers maintain a maximum of flexibility and utility on the job.

Where layoffs are unavoidable, people who are being displaced should be retrained for new jobs within the company, Chamot said, stressing that the full responsibility for this retraining rests with management as "a part of the normal expense of investment in new technology."

Chamot told the engineers that studies of union responses to the introduction of technological innovations show that the labor movement, instead of opposing change, has largely acknowledged the need to modernize many industries and has been willing to work with employers on easing the transition and its effects on workers.

But, Chamot pointed out, unions have voiced concerns that "poor management decisions in the past" have caused problems in today's economy that "are leading to changes being made which are too rapid to minimize dislocations."

He noted that some American industries have failed to remain flexible and innovative in dealing with marketplace problems, preferring to resort to crisis management, layoffs and plant shutdowns to make short-term budget gains, all of which have serious consequences for workers.

Some changes helpful

Chamot said robotics is changing the workplace in a number of positive ways including relieving humans of many dirty and dangerous jobs, and new jobs are being created in installation, maintenance and machine "supervision" as well as in "off the plant floor" jobs such as design, planning, administration, sales and purchasing.

Individuals and companies in the robotics industry should not be complacent about the pace or acceptance of change, or ignore the human concerns, Chamot urged.

Support for the robotics industry may dwindle, he warned, "if the public begins to question the social costs of technical advances."

ILG opens national campaign to reduce clothing imports

New York — The Ladies' Garment Workers launched a nationwide drive to roll back imports of cheap apparel from low-wage countries that have already cost its members thousands of jobs and threaten to make further inroads.

In rallies in garment-producing districts and a nationwide satellite transmission linking local unionists in 26 cities and towns, the union sent the message that the fragile state of the American garment industry is due to the flood of imports from Hong Kong, Taiwan, Korea, Japan, and other areas where labor costs are but a fraction of U.S. wage levels.

The ILGWU is seeking congressional support for an Executive Order to reduce imports to 25 percent of the domestic market from their current 41 percent.

An Apr. 23 satellite hookup from New York enabled ILG members across the country to hear first hand from ILGWU President Sol C. Chaikin, AFL-CIO President Lane Kirkland, and House Speaker Thomas P. O'Neill (D-Mass.) that continuing losses of U.S. jobs are directly attributable to rising imports.

Plight ignored

Chaikin told union members in their local communities the garment industry produces far more jobs than the other major import-plagued U.S. industries, yet the Reagan Administration has done little to help the industry get out of its rut.

The ILGWU reported that its membership has dropped from a peak of 457,000 in 1969 to the present 282,000 because of imports and the recession.

The industry's plight was dramatically highlighted the same day with protests by garment workers outside seven Manhattan department stores.

"We are willing to share our domestic market and support workers in developing nations overseas," Chaikin said. "But in the absence of fair trade agreements we are asking for the quota to keep the industry alive."

Vice President Jay Mazur said that the percentage of clothing imports has shot up from 3 percent in 1957 to the current 41 percent.

"Other industrialized countries like Japan, Britain, and France have quotas that protect their workers," he said. "We aren't looking for a ban on imports—just a fair deal for our workers." The union represents the overwhelming majority of workers who make women's and children's clothing.

On the same day, rallies were held in other garment-industry states, including New Jersey, Pennsylvania, Tennessee, and South Carolina.

Two days earlier, New York City shipping clerks in the garment industry hauled empty garment racks down Seventh Avenue to protest the clothing imports that are depriving them of jobs.

The ILGWU pointed out that unemployment among experienced apparel workers averaged 15.4 percent in 1982, compared with a jobless rate of 12.3 percent for all manufacturing industries, and a 9.7-percent average for the economy as a whole.

Even those workers who have jobs are experiencing hard times, with the average wage for garment workers in the United States only $4.94 an hour—well below the average of other occupations. Workers in places such as Hong Kong—the source of 20 percent of apparel imports — earn about one quarter the U.S. wage rate, the union said.

American quality

The loss of U.S. jobs is not the fault of the garment industry, the ILGWU statement declared. "The quality of American garments is superior," and the technology is far advanced compared with that used elsewhere, the union said.

The rallies drew support from employers and the municipal government here. President Eli Elias of the New York Skirt & Sportswear Association told a sidewalk news conference: "Let us not have free trade. Let us now insist on fair trade."

Herb Rickman, a special assistant to Mayor Edward Koch, who took part in the rally, said the apparel trade accounts for some 200,000 jobs in the city.

"We will not let the first industry of this city die," said Rickman.

ILGWU President Sol C. Chaikin tells a New York rally import quotas on clothing are needed to keep the U.S. garment industry alive.

Health insurance pressed for America's unemployed

Continued from Page 1

over with inexpensive or cosmetic measures."

Other unions submitting testimony included the Steelworkers and the State, County & Municipal Employees.

In House and Senate testimony, Denison urged these principles for incorporation into the final version of the legislation:

- A health insurance program "must not concentrate exclusively on catastrophic care" and should include preventive care and diagnostic services. "Prenatal and postpartum care are especially important."
- The program should include "cost-effective reimbursement mechanisms, such as negotiating per capita agreements with providers."
- Workers who have purchased unemployment compensation must be eligible for services and public employees should be covered on the same basis as other workers.
- Cost-sharing requirements should be no greater than the nominal amounts required under Medicaid.
- Health care providers who participate in the program must accept amounts provided under the coverage in full payment.
- A grant program should be established for public hospitals, which have been especially burdened by the large number of uninsured patients.
- Funding for the program should be adequately linked to unemployment levels.

Denison said the AFL-CIO has reservations about a proposal in several of the bills to require employers to maintain health insurance coverage for three months after layoff. Such a proposal needs greater study as to its economic effects and could delay action of the legislation, he said.

Shifting burden

He also expressed strong opposition to any plan that would seek to fund health care for the unemployed by taxing employed workers on the value of employer-paid health insurance premiums above a specified amount.

"These are two totally different issues that should not be joined," Denison insisted.

There is widespread support for health care for the unemployed and need for quick congressional action, he said. But "there is widespread opposition to placing an arbitrary limit on tax-free employer contributions for health insurance." Denison urged that Congress not derail health care for the unemployed "by holding it hostage to extracting approval of a tax on health care employer payments."
son testified.

USFL players file for union certification

New York—The United States Football League Players Association capped a one-month organizing drive by seeking certification by the National Labor Relations Board as bargaining representative of the USFL players.

The union presented signed authorization cards for over 60 percent of the league's 600 players. A representation election is likely if the league's owners refuse to grant recognition.

The USFL's first season began on Mar. 6 with the league's 12 teams playing a spring and summer schedule that will culminate in a championship playoff game on July 15.

"We waited until a majority of the players in the USFL asked us to organize them, and then we filed for recognition," Ed Garvey, executive director of the National Football League Players Association, said. Along with the NFLPA, the new USFLPA will be part of the Federation of Professional Athletes, which is an AFL-CIO affiliate.

Garvey stressed that the new union for USFL players will have its own board of player representatives, officers and executive committee. It will share staff with the Professional Athletes, which is headquartered in Washington. The Professional Athletes also include the players unions in the North American Soccer League and the Major Indoor Soccer League.

The Athletes Federation and the NFLPA moved to organize the new league, Garvey said, because of the anticipated player movement between the two leagues. "More than 75 NFL players are now on USFL rosters, and it is expected there will be many players moving from one league to another in the future," Garvey said.

Tops in style

Food & Commercial Workers President William H. Wynn presents the first prize trophy in the 1983 hair styling championships to UFCW Cleveland Local 880's Chaz Henline. The competition was held at the AFL-CIO Union-Industries Show in St. Louis. Henline's efforts aided his local's team in capturing the top prize in the team competition.

OSHA criticized on rule for ethylene oxide hazard

The State, County & Municipal Employees sharply attacked the Occupational Safety & Health Administration's proposed rule for a tighter limit worker exposure to ethylene oxide as "inadequate" and "poorly thought out."

OSHA, in response to a court order, proposed an ethylene oxide exposure limit for an eight-hour workday of one part per million parts air, down from the current 50 ppm. Ethylene oxide is a cancer-causing chemical gas widely used in the health care industry as a sterilizing agent.

AFSCME President Gerald W. McEntee, in a letter to OSHA Administrator Thorne G. Auchter, said the proposed regulation "seemed poorly thought out and quickly pasted together to comply as simply as possible with the court order."

Protection lacking

He added, "We find the protections provided to workers so inadequate, and the proposal so deficient in content and scope, that AFSCME feels that it does not merit publication as written."

McEntee's letter detailed the main objections to the proposed rule, saying AFSCME found it lacking in a time limit for compliance after the rule is enacted, a ceiling limit on the amount of short-term, high-level exposure and a clause banning skin and eye contact with the gas. AFSCME also objected to allowing employer discretion in the use of engineering controls to limit exposure levels.

McEntee called the medical examination recommendations non-binding and unenforceable. He said the 1 ppm exposure level is still too high in light of recent studies showing the hazardous nature of ethylene oxide at that level.

Exposed workers

OSHA estimated the proposed regulation would affect 80,000 workers directly exposed to ethylene oxide on the job and another 144,000 indirectly exposed. Of the 80,000 workers, directly exposed, 62,000 are in health care facilities, 14,000 in the medical products industry and the remainder in various manufacturing processes.

AFSCME and the Public Citizen Health Research Group sued OSHA in August 1981 to issue an emergency standard. They were later joined in the suit by the Service Employees, Clothing & Textile Workers and District 1199 of the Retail, Wholesale & Dept. Store Union.

Auchter was ordered by the U.S. Court of Appeals of the District of Columbia to propose the tighter rule by mid-April and to develop a permanent standard within a year.

An agency spokesman said public hearings will begin on July 19 and a final standard is expected "within a year." OSHA said the total annual costs of the proposed standard will not have any major economic consequences on industries using the chemical.

The American Hospital Association, however, which includes over 6,300 health care facilities, said it might not be possible for many of its member hospitals to comply with the suggested standard.

OSHA estimated the "excess lifetime risk of cancer" is expected to be reduced from 634 cases per 10,000 workers exposed at 50 ppm to just 12 cases per 10,000 workers at 1 ppm. An action level of one-half part per million would be established at which monitoring and medical surveillance would begin.

In construction industry

Court upholds validity of pre-hire contracts

Continued from Page 1

benefit payments required by the union contract. The subcontractor, Jim McNeff, Inc., had signed a pre-hire agreement with the Operating Engineers that allowed him to get a share of work on an all-union construction project.

After the work was completed, he reverted to a non-union operation. But he refused to make health and welfare payments for the period when his operations were covered by union contract.

McNeff claimed in his defense that the agreement wasn't judicially enforceable because the union hadn't established its majority status as representative of his employees. He further contended that the agreement couldn't be enforced because it was entered into under "duress."

Unique arrangement

Chief Justice Warren Burger, writing for the full court, noted that Congress authorized pre-hire agreements under the National Labor Relations Act because of the unique nature of the construction industry with frequently changing work sites and employment patterns.

These pre-hire provisions benefit employers as well as workers, and federal law allows either side to sue for enforcement of a union contract, the decision noted.

Burger went on to say that there was nothing to indicate "that Congress intended employers to obtain free the benefits of stable labor costs, labor peace and the use of the union hiring hall" without living up to a contractor's obligations under the pre-hire agreement.

The Supreme Court decision affirmed a ruling by the 9th Circuit Court of Appeals in support of the union position.

Judicial review

In an earlier action, the Supreme Court set the stage for another judicial review of an employee's dues obligations under a union shop or agency shop agreement.

It agreed to review a decision by the 9th Circuit Court of Appeals that the Railway & Airline Clerks followed appropriate constitutional guidelines in making rebates to employees who objected to the purposes for which their dues are used.

The appeals court held that BRAC complied with its obligation by rebating on request the portion of dues or agency fee payments allocated to the union's political or ideological activities.

A group of employees has sought to persuade the courts to extend the rebate right to all union operating expenses not directly involving collective bargaining, including such costs as publications, conventions and organizing.

The appellate court rejected their claim, holding that all such activities were "germane to the work of the union in collective bargaining." The Supreme Court agreed to review that decision.

In another case, the Supreme Court declined to review and thus made final a decision by the Court of Appeals for the District of Columbia Circuit involving employer favoritism for workers who cross a picket line.

The appellate court agreed with the National Labor Relations Board that a Wisconsin printing firm had violated the law by granting preferential reinstatement and seniority rights to employees who abandoned a 1977 strike by a local of the Graphic Arts International Union.

Council endorses UFCW's boycott of Tyson Foods

The AFL-CIO Executive Council has endorsed a boycott of the products of Tyson Foods, Inc., of Springdale, Ark.

The council, in a telephone poll, voted the sanctions against the chicken and poultry products company at the request of the Food & Commercial Workers.

The union is asking consumers not to buy the company's products in an effort to win a decent contract for workers at two Tyson Foods plants in North Little Rock and Nashville, Ark., UFCW said.

Workers at both facilities voted to be represented by the UFCW a year ago but they have been unable to reach agreement with the company.

UFCW said it already represents workers at the company's plant in Springdale where a contract is in place. The report also pointed out that attempts have been made to decertify the union there.

The company markets poultry products under its own name and the Chicken-Quick brand, the union said. It also makes "Chicken McNuggets" for the McDonald's fast food chain in the West.

UAW's Caterpillar pact ends strike

Auto Workers employed by the Caterpillar Tractor Co., approved a new 37-month contract and returned to their jobs, ending a seven-month strike.

Following three days of voting by workers of 10 Caterpillar plants in six states, UAW President Stephen P. Yokich said the agreement was ratified by better than a 2-to-1 margin. The company, the world's largest maker of earthmoving equipment, reopened its plants in Illinois, Iowa, Ohio, Pennsylvania, Tennessee, and Colorado on Apr. 25.

The new agreement calls for a wage freeze over the term of the agreement, but the union fought off management attempts to do away with a quarterly cost-of-living adjustment, preserved seniority rights, and negotiated a profit-sharing plan. It guarantees workers a bonus in 1984 of at least 31 cents for each hour worked that year regardless of the firm's profits.

Extended formula

In other years, the formula will pay off when worldwide pretax earnings exceed 4.5 percent of return on average worldwide sales and net assets.

If the profit-sharing plan had been in effect in 1981, the UAW observed, it would have yielded 18 cents an hour.

The new agreement, ratified by a vote of 10,703 to 5,144 in voting on Apr. 21-23, cover some 21,000 active and 15,000 laid-off workers.

Caterpillar, which has been hard hit by the Reagan Recession, had sought a number of concessions—in 34 areas, by the UAW's count—to hold down labor costs. The company recently announced a $172-million loss for the first quarter as sales dropped 60 percent.

Under the terms of the new agreement, pay will remain at current levels. Base pay ranges from $9.18 to $12.16 an hour, and workers receive another $2.51 per hour in accumulated cost-of-living adjustments. While COL payments will continue on a quarterly basis on a formula of 1 cent for each rise of .26 in the federal government's consumer price index, there will be no roll-in of the adjustments for the life of the contract.

A COL adjustment of 11 cents an hour, which would have been paid if employees had not been on strike, will be diverted permanently toward employer contributions into the union's Supplemental Unemployment Benefits fund. Caterpillar also will immediately contribute $16 million to the fund to help pay partial benefits for those workers laid off since last August.

The agreement establishes a master recall list which will provide preferential hiring on a corporatewide basis. Advance notice will be required if the company decides to close all or part of a plant or to have work performed at a non-UAW plant.

Several provisions of the contract were negotiated to deal with the scheduled closing of the firm's Mentor, Ohio, plant as well as any other plant that might be closed during the life of the agreement. Workers aged 50 with at least 10 years of service would be eligible for early retirement, and those at least 40 years old with 10 years of service whose age plus years of service equaled 55 would be eligible for early retirement at age 55.

Shutdown benefits

An additional 26 weeks of SUB payments and a one-year extension of life and health insurance coverage for those with 10 years of service would be provided in event of a plant shutdown.

Life, accidental death and dismemberment, and permanent disability insurance will rise by $5,000 for most workers, and Medicare Part B premiums will rise from $9.70 to $13.70 over term. Other insurance and pension provisions were unchanged.

The union's bargaining in the farm equipment industry now turns to Deere & Co. where UAW members have been working under a contract extension since last Oct. 1.

EDITORIALS

The Wrong Message

HAS CONGRESS become so beguiled by a few small but welcome improvements in the economy that all urgency has gone out of efforts to get America back to work and ease the recession's hardships?

This is the same Congress that was elected last November with a clear mandate to change the course. Earlier this year, there seemed to be a clear bipartisan majority so committed.

But now, with unemployment still over the 11 million mark, job bills are sidetracked and even a modest measure to stave off foreclosures of homes and farms is pulled off the House calendar because its passage is uncertain.

Just a short time ago, the need for a health insurance safety net for jobless Americans seemed so self-evident that it was only the details of the legislative package that were in dispute.

Now, the anticipation of bipartisan support has been weakened by the Administration's hard-nosed opposition to any new federal expenditures for those without jobs. A Cabinet memo to President Reagan spells out the reasoning behind the Administration's decision.

The Cabinet memo worries that a temporary program would turn to a permanent program because, even if the economic recovery is sustained, "there will be 9 million unemployed as late as 1986."

To the Reagan Administration, this is good reason to hold up on emergency recession relief measures.

But it should carry an opposite message to Congress.

If there are still 9 million unemployed three years from now, this recession will never have ended. None of the wiggles of economic indicators or the fluctuations of the stock market spell recovery when so vast a number of Americans seek jobs and can't find them.

Another Coop for the Fox

HARASSMENT LAWSUITS against unions and deceptive fund-raising solicitations have been the stock in trade of the National Right to Work Legal Defense Foundation.

There were some eyebrows raised when one of the right-to-work foundation's long-time attorneys, Hugh L. Reilly, was hired early in the Reagan Administration for a responsible post in the Labor Dept.

Clearly a fox in the chicken coop situation in a department charged with advancing the welfare of America's workers.

Now Mr. Reilly has been given a different chicken coop to guard, and a new title of solicitor of the National Labor Relations Board, the agency charged with enforcing the nation's basic labor law.

Despite its inability to get an anti-union management consultant confirmed as chairman of the NLRB, the Administration apparently hasn't run out of foxes.

Such appointments have become so common that eyebrows are hardly raised these days. And that's a pity.

Common Sense

A TEXAS LAWYER, interviewed recently by the Dallas Times Herald, explained why he regularly turns down cases "from people who believe they have been fired unjustly and want to take their case to court."

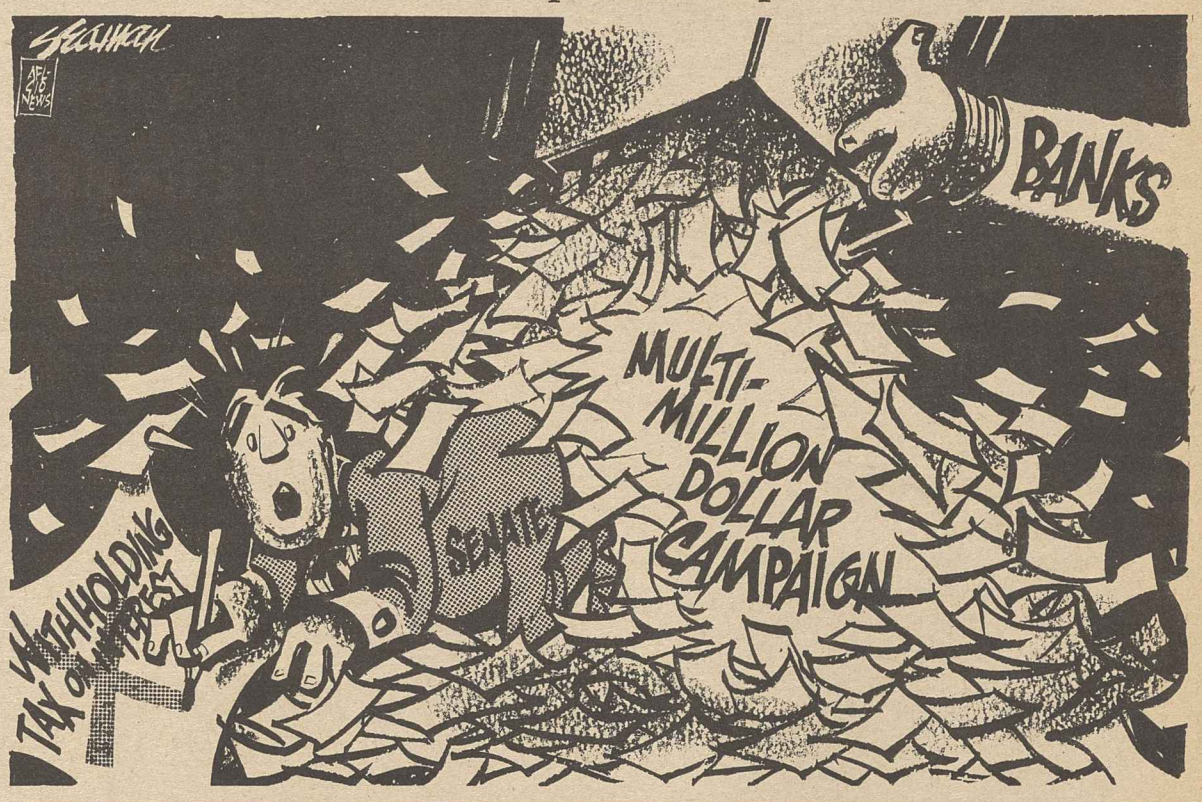
In Texas as in most states, he said, courts follow the common law doctrine that allows an employer to fire a worker at any time for any reason.

The only exception, he noted, is if the dismissal is for a reason that would violate civil rights laws, such as race or religion, or if it is prohibited by a written contract.

"So many workers are just not aware that in a state like Texas, it is so important to be covered by a union contract," he told the newspaper. Without a union contract, "the employer can do anything he wants."

That's as good free advice as anyone is likely to get from a lawyer.

'The – er – People Have Spoken . . .'



Washington Window

White House twists facts in assault on food stamps

By Press Associates, Inc.

When President Reagan delivered his State of the Union address to Congress last January, he launched an unusual attack on "fraud and waste" in the food stamp program.

In 1982, he said, "we identified almost $1.1 billion in overpayments." The taxpayers are not the only victims, he continued. "The truly needy suffer as funds intended for them are taken not by the needy but by the greedy. For everyone's sake, we must put an end to such waste and corruption."

Well, Reagan's program to root out "fraud and waste" was sent to Congress and now the Administration itself stands charged with fraud, waste, deception and incompetence.

Testifying before a Senate nutrition panel in support of a proposal to cut food stamps by $1.1 billion, an Administration spokesman said:

"I think it's important to note that 80 percent of the savings will come about by reducing misexpenditures rather than recipients' benefits. This proposed budget was designed to minimize the reduction of any household's entitled benefits."

That claim was exposed by the Congressional Budget Office (CBO) in an analysis requested by Rep. Leon Panetta (D-Calif.), chairman of the House Agricultural subcommittee on nutrition. Panetta and Rep. Jim Jeffords (R-Vt.) denounced the Reagan proposals at a press conference.

A mistake about errors

Instead of 80 percent of the $1 billion in cutbacks coming from "misexpenditures," only 3 percent would come from error reduction, the CBO study found.

According to CBO, Panetta and Jeffords said, 95 percent of the $1 billion cut would come from reducing benefits and shifting costs to the states. About half the cuts would be in benefits and half in cost-shifting. The CBO study showed that 62 percent of all food stamp households—nearly 5 million—would suffer cuts.

Of all households with gross incomes below 50 percent of the poverty line, most of whom have incomes under $3,800 a year, 79 percent or 2 million of them would lose an average of $100 a year.

Specific groups would be severely hurt. About 1 million elderly and disabled recipients would have an average of $250, or one-fourth of their entire benefits, taken away each year. Some 940,000 of the working poor would lose an average of $194 in benefits.

Numbers game

In a later hearing before Panetta's nutrition panel, the Administration's deceptions and numbers game were dissected by Robert Greenstein, director of the foundation-financed Center on Budget & Policy Priorities, who headed the Agriculture Dept.'s Food & Nutrition Service in the Carter Administration.

Greenstein said the Reagan Administration claims were nailed as "incorrect and misleading" even before the CBO study. He noted the Administration has "kept quiet" the fact that a six-month delay in food stamp cost-of-living increases doesn't have an impact until fiscal 1985 and later.

It may be that the American people have had enough of this grinding down of the poor. There is a rising consensus in Congress to stop the Administration's relentless drive to apply bookkeeping trickery to the problem of hunger in America.

Half the members of the Senate and about 188 Republicans and Democrats in the House are on record against any further cuts in federal nutrition programs. Indeed, labor and anti-hunger advocates are mounting a campaign to reverse the damage and restore funds to a wide range of nutrition programs.

AFL-CIO news

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Vol. 28, No. 17 SATURDAY, APRIL 30, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
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MEMO FROM COPE

Reagan Recession—Where It Hits

Following, by industry, is the percentage loss in manufacturing employment from the start of the Reagan Recession in July 1981 to January of this year. In only one category—printing and publishing—was there a gain.

	July 1981 (000's)	Jan. 1983 (000's)	Change Number (000's)	Change Percent
Total Employment	20,379	18,158	—2,221	—10.9%
Durable Goods	12,266	10,540	—1,726	—14.1
Lumber and wood products	683	629	—54	—7.9
Furniture and fixtures	476	435	—41	—8.6
Stone, clay and glass products	644	551	—93	—14.4
Primary metal industries	1,132	810	—322	—28.4
Fabricated metal products	1,617	1,364	—253	—15.5
Machinery, except electrical	2,527	2,068	—459	—18.2
Electric and electronic equipment	2,112	1,955	—157	—7.4
Transportation equipment	1,925	1,669	—256	—13.3
Instruments and related products	731	683	—48	—6.6
Miscellaneous and manufacturing industries	419	376	—43	—10.3
Nondurable Goods	8,113	7,618	—495	—6.1
Food and kindred products	1,678	1,634	—44	—2.6
Tobacco products	70	66	—4	—5.7
Textile mill products	835	719	—116	—13.9
Apparel and other textile products	1,255	1,134	—121	—9.6
Paper and allied products	691	648	—43	—6.2
Printing and publishing	1,268	1,270	+2	+0.2
Chemicals and allied products	1,110	1,055	—55	—4.9
Petroleum and coal products	217	208	—9	—4.1
Rubber and miscellaneous plastic products	750	681	—69	—9.2
Leather and leather products	239	203	—36	—15.1

Source: Bureau of Labor Statistics.

Odds 'n Ends

WATT-WATCHING becomes favorite Washington hobby. Hard on heels of Watt-generated controversy over D.C. July 4 celebration, in which Interior Secretary labeled Beach Boys quartet a bit too groovy for family fare, comes report by House committee charging Watt with leasing federal coal reserves to industry at "fire sale" prices. Report claims private interests will reap "windfall profits" at expense of taxpayers. Over-all, report charges Watt's program of leasing billions of tons of coal is mismanaged and is pushing down price government can command for its resources. Amount lost to government so far on leased coal is put at $60 million. Watt next?

GUSHER OF OIL MONEY to Republican campaign committees hit new highs in 1981-82 cycle. Of $8.4 million in individual contributions of $500 to $20,000 collected in that period by the GOP, $2.2 million came from oilmen in only three states—Texas, Oklahoma and Louisiana. From same states, Democratic committees took in only $73,950. *Washington Post* details how independent oil firms and leaders used leverage gained through massive political contributions to plant $6.5 billion tax giveaway in Reagan tax program. Oil political money, the *Post* says, is so plentiful that the southwest has become a magnet for conservative GOP candidates. Among the first of them was then-Rep. Steve Symms (Idaho) who challenged incumbent Frank Church for the U.S. Senate in 1980. Symms trekked to Texas, returned home to Idaho with a campaign trove enriched by $150,000. Quick to catch on, other right wing GOP candidates followed suit and, says the *Post,* they were not disappointed.

WATCH OUT, WE VOTE could be political war-cry of unemployed Americans. Census Bureau study of voting patterns in 1982 elections shows sharpest percentage growth over 1978 of any voting group occurred among jobless—an increase of more than 25 percent. Among other groupings, there appeared to be little difference in percentage turn-out. Votes of unemployed were more than 2-1 Democratic, according to polls.

ANALYSIS by pollster William Hamilton shows decade-by-decade percentage of citizens identifying themselves as Republicans has undergone virtually no change since 1964. Democrats lost some to independent status in the 1964-75 period but have held steady over the long haul. In 1964, according to Hamilton, 25 percent of voters identified themselves as GOP. That slipped to 22 percent in 1975, was back up to 24 percent in January of this year. In 1964, 53 percent of voters claimed Democratic leanings. This dropped to 45 percent in 1975 and held level there through January 1983. In between times, there've been peaks and valleys for both parties, but the long view shows little change, suggesting GOP hopes for decades of majority party status—as envisioned after 1980 elections—are likely to be frustrated.

QUIETLY, children of working families are being squeezed out of opportunity for higher education. Figures show since Reagan tightened eligibility for student loan programs there's been a 4 percent drop in enrollment at private universities, following several years of growth. A more shocking figure: Enrollment of students from families with income up to $24,000 a year has plunged by 39 percent at private institutions. This has placed additional strain on *public* universities which have been obliged to toughen their admissions criteria and raise tuition, in some instances dramatically.

Court Opens Way For Independents

The Democratic presidential nomination field for 1984 is rounded out at six. No additional starters are expected.

While President Reagan has not formally announced for re-election, most speculation now—as well as White House leaks—points to a try for a second term. If he goes, no opposition is seen.

So, that just about fills it out, doesn't it? Nope.

A recent U.S. Supreme Court ruling opens the presidential field wide for independent candidates. The 5-4 decision specifically ruled on a case brought by former Rep. John Anderson (R-Ill.) who followed up an unsuccessful run for the GOP nomination in 1980 with an independent campaign.

The independent entry required enormous funding and effort under some tight state deadlines for filing of candidacy. It was these early deadlines that the Supreme Court aimed at in its 5-4 decision.

The case specifically involved Ohio, but it is expected to open a floodgate of challenges to complex filing requirements that any non-major-party candidate faces.

The Court majority ruled for what it called the rights of "independent-minded voters (to) diversity and competition" in presidential campaigns.

Anderson himself has floated trial balloons for another independent, or third-party, go in 1984. With the Court ruling as it did, he might not be the only serious independent or third-party candidate.

They Admit It...Cuts Hurt the Truly Needy

Finally, someone in the Reagan Administration—not the President himself, heaven forbid—admits the truly needy are getting shafted by Reagan program cuts.

John W. Bode, Agriculture deputy assistant, concedes new Administration proposals to slash food stamp benefits would affect millions of Americans who really need them. But, he says, the Administration is willing to pay that price (it seems the needy are paying it, not the Administration) to ferret out error and waste.

The Administration now wants to squeeze another $1.1 billion out of this "safety net" program (remember the safety net?). That's on top of $2 billion already gouged from the program in previous Reagan budgets.

Reagan spokesmen claim that food stamp rolls have grown and the average benefit has increased faster than inflation. They ignore the fact that growth is due to the substantially increased number of families living under the poverty line in the age of Reaganomics. And they ignore, as well, the fact that soaring unemployment and plummeting welfare benefits mean less income, and when income falls a beneficiary's food stamps are adjusted upward to offset part of the income loss.

The over-all result of Reagan food stamp cuts, welfare cuts and recession-bred unemployment is more persons with less food than before. (The average food stamp benefit is 47 cents a meal—try getting fat on that.)

A study by the Congressional Budget Office details the full impact of the Administration's latest proposed round of food stamp cutbacks. It said 62 percent of all food stamp households—4.9 million of them—would lose some benefits, and that among these the hardest hit would be those with elderly or disabled family members.

Reagan Sets All-Time Deficit Record for One Year....Takes Only Half-Year to Do It

Among other things the Reagan Administration will be remembered for is one of the great ironies of modern federal management.

That is, the highest budget deficits in history—piling up under the guidance of a President who in his political career swatted away at deficits more often than Hank Aaron swatted home runs.

Now comes the news that the Reagan Administration 1983 fiscal year deficit has hit a record high for a full year—and has done it in only six months.

At the mid-fiscal year mark, the deficit soared to $129.2 billion, eclipsing the $110.7 billion in the 1982 FY, which itself was an all-time record.

Estimates of the full 1983 FY deficit now go from a low of $210.2 billion (the Administration's) to somewhere beyond the visible fiscal universe.

All of which means President Reagan had better hurry up: One of his early presidential promises was to *balance the budget by 1984.* He promised this because he was horrendously offended by the Carter-years deficit in the $55 billion range, which he is now quadrupling.

AFL-CIO news

VOL. 28, NO. 18
SATURDAY
MAY 7, 1983

LEGISLATIVE ALERT!

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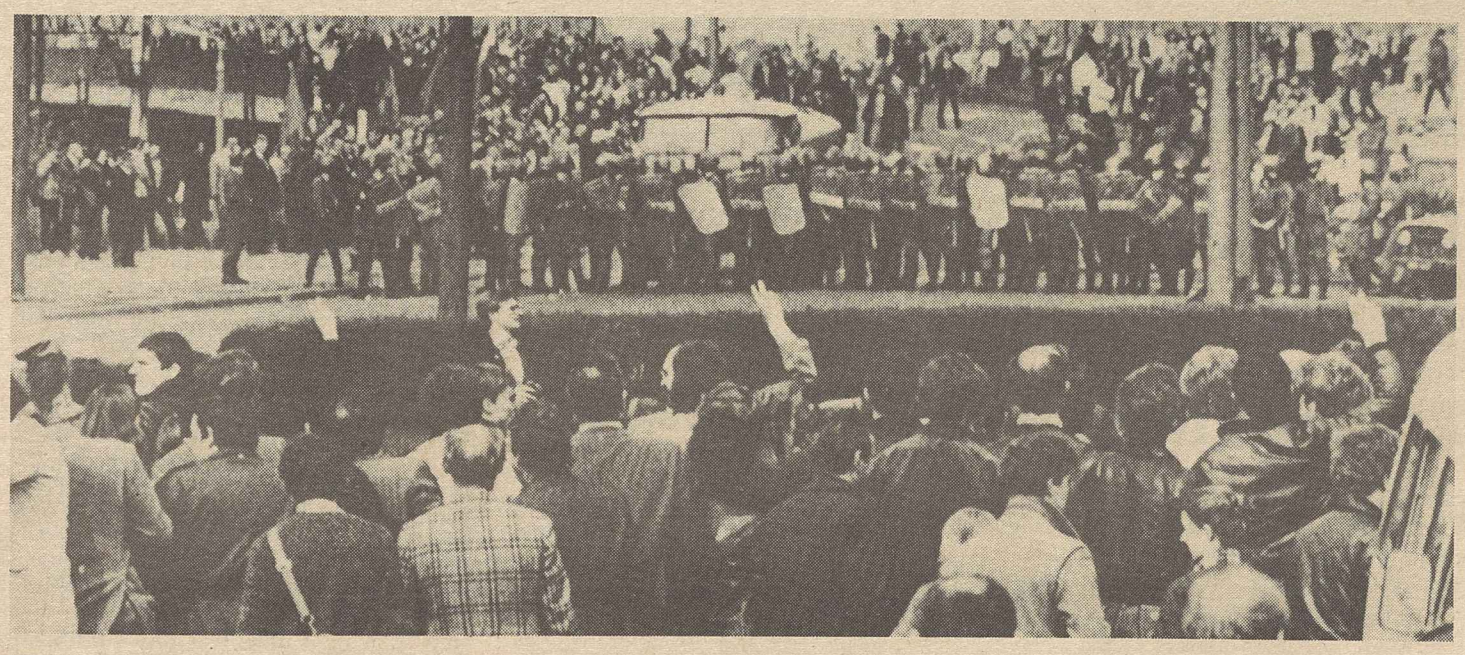
IUD calls industrial policy vital



May Day standoff

Helmeted riot police block access to a workers' monument outside the Gdansk shipyards to prevent pro-Solidarity, anti-government demonstrators from holding a May Day rally. Tens of thousands of supporters of the Solidarity trade union turned out in 20 other Polish cities. The protests had been called by the labor federation's underground leaders to counter government May Day parades. Scores of persons were injured and at least one death was reported when police attacked demonstrators with armored vehicles, water cannons and tear gas. Several thousand union supporters staged follow-up protests on May 3. The government banned Solidarity 17 months ago.

Conference asks action to save jobs

By David L. Perlman

Industrial union delegates from unemployment-ravaged communities demanded action from their government to stop the exodus of jobs and factories that threatens to make recession permanent and drag down America's living standards.

The angry message from the two-day legislative conference of the AFL-CIO Industrial Union Dept. was that the United States can't afford to lose its smokestack industries, and steps must be taken to keep them alive.

IUD President Howard Samuel told the 700 participants that the nation's economic problems are still "correctable," but time is running short. In the absence of a national industrial policy, he warned, the situation will get "worse, not better."

Delegates met with congressional delegations from major industrial states and turned out at two congressional hearings that were scheduled to mesh with the conference program.

The House Labor-Management Relations subcommittee convened hearings on plant closing legislation at a government building auditorium to accommodate the IUD delegates. And in a follow-up to the conference, a House Commerce subcommittee heard union testimony in support of auto domestic content legislation.

Speakers at the opening session stressed the IUD's "Rebuilding American Industry" theme.

Shifting production

Machinists President William W. Winpisinger jabbed at the shortsightedness of companies that shift production to low-wage countries but count on selling their products in the United States because the workers who produce the goods can't afford to buy them.

The "flaw" in that strategy, Winpisinger said, in that American workers left without jobs can't afford to buy the products either.

He contrasted the "golden parachutes" for corporate executives who lose their

Continued on Page 3

Family earnings decline by 2.8% under Reagan

While the government's index of leading economic indicators rose in March for the seventh month in a row, suggesting a recovery from the Reagan Recession, workers and their families continued to earn less.

Real, or inflation-adjusted, earnings of working families in the first quarter of 1983 were 1.2 percent below the average for the same period of 1982, the Labor Dept. reported. Between the first quarters of 1981 and 1982 real family earnings dropped 1.6 percent. Thus, real family earnings declined 2.8 percent in the first two years of the Reagan Administration.

Families with wage and salary workers averaged $456 per week in income during the first three months of this year in current dollars. While that was a 2.3-percent rise from the year earlier, it was not enough to keep up with inflation, which rose 3.5 percent as measured by the government's consumer price index.

Individual full-time workers fared slightly better than families. Their average salary rose to $319 a week, up 4.9 percent over the year, with a real earnings increase of 1.3 percent after adjusting for inflation.

The department's Bureau of Labor Statistics said that of 40.1 million families whose earnings were derived solely from wages and salaries in the first three months of this year 5.5 million included an unemployed member. This is a rise of 680,000 families from a year ago.

The number of families with no earners, 12.9 million, rose by nearly 900,000 from the first quarter of 1982, BLS said.

Although the number of multi-worker married couples declined over the year, families with two or more workers continued to account for half of all families with wage and salary workers.

Sluggish per capita

In a related report, the Commerce Dept. said that per capita personal income last year rose at its slowest pace in over 16 years. Per capita income increased 5.3 percent in 1982 to $11,056 from $10,495 in 1981, when it rose 9.5 percent.

Last year's rise did not keep pace with the 5.9-percent inflation, as measured by the department's price index for personal consumption spending. In 1981, the rise in the department's index was 8.6 percent.

Among the states, personal income last year ranged from a $15,200 average in Alaska to $7,792 in Mississippi.

Separately, the Commerce Dept. reported a 1.5-percent rise in its March index of leading indicators, which is designed to forecast economic trends. The index rose 1.4 percent in February and 3.2 percent in January.

The rise in the index was spurred by jumps in three of its 11 available components: the stock market, the money supply, and the length of the average workweek. Other parts of the index contributing favorably to the March increase: companies receiving slower deliveries from vendors, net business formations, orders for plant and equipment, and prices of materials.

Four of the components declined, led by

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Court urged to put Davis-Bacon change on hold

Building trades unions and the AFL-CIO will ask a federal judge to block the Labor Dept. from putting into effect a controversial change in Davis-Bacon Act prevailing wage regulations before an appellate court has acted on the issue.

The development is the latest episode in a court battle stemming from Reagan Administration attempts to rewrite Davis-Bacon regulations that have been in effect for close to half a century.

Last December, U.S. District Judge Harold H. Greene issued a permanent injunction blocking all but one of the rules changes announced by the Labor Dept. The injunction had been sought by the AFL-CIO and its Building & Construction Trades Dept.

The Labor Dept. pulled back its regula-

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Salvador court denounced for dropping murder case

By James M. Shevis

The AFL-CIO expressed dismay over an appeals court decision in San Salvador dismissing charges against three persons implicated in the 1981 murders of two American trade unionists and a Salvadoran union leader who headed a land redistribution program.

Charges against the trio—a politically influential lieutenant, an army captain, and a wealthy Salvadoran businessman—were dropped, the court said, because of insufficient evidence to warrant trial.

"We are dismayed that the appeals court upheld the lower court, and we are hoping that the Salvadoran supreme court will act favorably on bringing to justice those people who were implicated," the AFL-CIO's American Institute for Free Labor Development said in a statement.

"We want those three men prosecuted to determine their guilt or innocence.

"Until such time that they are brought to justice," AIFLD said, "we support a suspension of all U.S. military aid to El Salvador."

El Salvador's attorney general, Mario Adalberto Riviera, filed a writ May 3 saying he would appeal the mid-level court's ruling.

Meanwhile, the AFL-CIO said it will continue to support the land reform movement in trouble-ridden El Salvador in cooperation with the country's campesino, or peasant, unions. It was the land reform effort that brought the two Americans working for AIFLD to El Salvador.

Michael P. Hammer, 42, of Potomac, Md., and Mark D. Pearlman, 36, of Seat-

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The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

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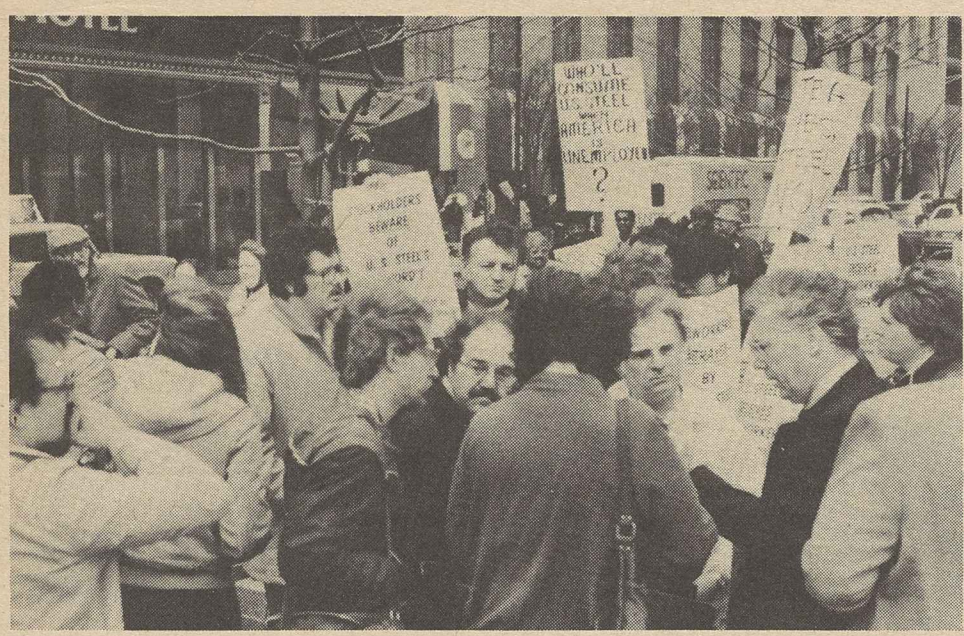


Chicago tea party

Steelworkers District 31 Director Jack Parton, right, holds a press conference before U.S. Steel's stockholders meeting in Chicago to spell out the union's opposition to company plans to import unfinished steel from Britain. Some 200 USWA members staged a "Chicago Tea Party" to protest the scheme.

Attacks on U.S. maritime pay denounced as shortsighted

American maritime wages and benefits must be viewed in a global perspective, Seafarers President Frank Drozak told a House Armed Services subcommittee studying merchant marine compensation.

"Foreign labor costs, especially in lesser developed countries, cannot be matched in this country," said Drozak, who is also president of the AFL-CIO Maritime Trades Dept.

"Some western European nations offer their seamen income tax breaks, others provide cradle-to-grave medical care for seamen and their families. In the United States, the costs of most of these benefits are borne by the private sector and are reflected in higher labor costs."

Appearing before the Seapower & Strategic and Critical Materials subcommittee, Drozak told panel members that "critics of the U.S.-flag fleet have singled out one cost—shipboard labor—as being the reason for the decline of the U.S. fleet.

"If it were possible to adjust all cost components for a U.S.-flag vessel to meet our lowest foreign competitor, it is likely that these cost reductions would be undercut by the foreign-flag operator," he said. "All major maritime powers accept the need to actively support their merchant fleets for economic, political, and national security reasons."

Government protection

In addition, foreign countries provide further aid to their citizens and industries by protecting their flag fleets with cargo reservation laws and low-interest loans to their operators and builders, Drozak said.

He noted that the Liberian Shipowners Council recently began talks with the People's Republic of China for crews for its vessels.

"The level of wages for seamen that was announced as a result of these negotiations was $276 a month. How can a reasonable person expect any American worker to match that?" Drozak asked.

Joining Drozak in a sharp response to recent criticism of merchant marine compensation by Vice Adm. Kent J. Carroll, commander of the Navy's Military Sealift Command, President Jesse M. Calhoon of the Marine Engineers said that rather than focusing narrowly on pay and benefits for merchant marine officers, "the Navy would be well advised to study the facts about rising productivity in the merchant marine.

"Sharp increases in the lift capacity per ship in the dry cargo fleet and a decrease in manning per ship," he said, "have produced phenomenal gains in productivity—many times greater than those of any other aspect of transportation."

Furthermore, he said, maritime unions have not stood in the way of the introduction of more efficient ships, automation features, or of reduced manning scales to take full advantage of capital expenditures. Last year, for example, MEBA voluntarily agreed to roll back a 7.5-percent pay increase at the government's request, he said.

Polarizing charges

Calhoon charged Carroll with making "dishonorable" and "misleading" statements about labor costs of operating U.S.-flag merchant ships, calling his remarks a "polarizing attack" that could split officers from men, Navy from merchant marine. Carroll's criticisms occurred Apr. 5 in a subcommittee hearing in which he made assertions regarding merchant marine wage costs the Navy encountered in utilizing U.S.-flag vessels.

Drozak and Calhoon urged adoption of several recommendations for rebuilding the dwindling U.S. merchant marine, including legislation to encourage increased investment in the merchant marine, formulation of a national maritime policy, continuation of operating subsidies, and regulatory reform.

Members angered

Steelworkers battle British import deal

By Susan Dunlop

In a series of demonstrations, speeches and congressional testimony, Steelworkers reacted angrily to U.S. Steel Corp.'s scheme to import steel from Britain and close some of its facilities here.

USWA President Lloyd McBride told the House "Steel Caucus" that the union intends to use "any legal means open to us" to block U.S. Steel's proposal to buy unfinished steel slabs from the government-subsidized British Steel Corp. and process them into finished products at the American company's Fairless Hills, Pa., works where about 1,800 jobs in the steelmaking operation could be lost.

Outside U.S. Steel's annual stockholders meeting in Chicago, some 200 Steelworkers staged a "Chicago Tea Party" to dramatize their concerns.

In Washington, McBride led a delegation of Fairless Hills workers to the White House to deliver 36,000 postcards from Steelworkers urging President Reagan to act to help solve the critical problems in the steel industry.

Endangers industry

McBride told House members from steel producing districts that the union is "adamantly opposed" to the proposed transaction between U.S. Steel and the state-owned British Steel because it is damaging to workers, to the union's relationship with the company, to the long-term interests of the domestic steel industry and to the nation's economy and security.

He called on Congress to investigate the proposed arrangement, including subpoenas for all documents and notes exchanged between the two companies and other relevant data.

USWA members, McBride said, feel "betrayed" by the firm's "double dealing."

He pointed out that the union, U.S. Steel and six other major steel companies negotiated a new contract in February that will yield about $3 billion in savings to the steel industry from temporary wage and benefit cuts agreed to by the workers.

Reinvestment requirement

"The only condition we attached—and it is a condition that was clearly understood by all parties—is that the savings be plowed back into existing facilities," particularly for modernization, McBride emphasized.

He warned that the USWA "intends to enforce our contract rights," and may file unfair labor practice charges, submit countervailing duty petitions and take other action to block the proposed move.

McBride said he had written to Commerce Sec. Malcolm Baldrige charging that the proposed arrangement could violate the intent of an agreement between the U.S. and the European Economic Community setting limits on imports of subsidized steel.

The British steel involved in the proposed transaction "is subsidized beyond question," McBride asserted. He stressed the "irony" of the plan in the face of heavy damage to the growth of the domestic steel industry caused by imports which has helped create "serious cash flow problems" for American steelmakers "all but crippling" their ability to modernize to compete with the imports.

Faulty logic

McBride criticized the testimony of U.S. Steel Chairman David Roderick which implied that modernization of Fairless Hills would require a "staggering investment" and that "somehow importing steel will actually save jobs, not cost them."

He pointed out that U.S. Steel's own figures estimate that it would cost $1.5 billion to modernize the Fairless Hills plant and that jobs lost due to new technology would number about 700 compared to the 1,800 the proposed deal with British Steel will destroy.

He noted that U.S. Steel was able to purchase Marathon Oil for about $6.2 billion after promising that the acquisition would not "diminish U.S. Steel's commitment to the steel segment."

If U.S. Steel's plans go through, McBride cautioned, it will open the door to more imports by other steel companies.

Steel policy sought

After his testimony to the caucus, McBride joined over 100 workers from the Fairless Hills plant to deliver mail bags containing 36,000 postcards to President Reagan calling for development of a national steel policy, enforcement of fair trade policies, re-establishment of the Steel Tripartite Advisory Committee and emergency relief for jobless workers.

More than 60 percent of the cards were sent by unemployed members, many jobless for over a year.

USWA local union leaders from steel mills around the country joined the demonstration outside U.S. Steel's annual meeting in Chicago to urge stockholders to reject the proposed import deal.

The union dubbed the demonstration the Chicago Tea Party in a symbolic reference to the historic Boston Tea Party of 1773 which protested high taxes levied on the American colonists by the British government for imports.

In the meeting, District 31 director Jack Parton asked that the proposal be withdrawn and he told the stockholders that while many Steelworkers members have invested their own money in the company's stock, "all of them have made another, more important investment: their lives and their livelihood."

HRDI presses labor role in job training

The AFL-CIO Human Resources Development Institute is urging state and local labor organizations to participate in the planning of programs now being funded under the Job Training Partnership Act.

The goal is "to assure a strong labor voice" in programs for jobless workers, HRDI Director Mike Arnold said in a letter to officers of national and local labor organizations. HRDI's resources are available to unions to help them in their participation, he stressed.

Organized labor's participation, he said, can help assure that JTPA funds allocated to states support retraining and other needed services for dislocated workers, and "respond to the needs of our unemployed brothers and sisters," Arnold noted.

HRDI, the federation's employment and training arm, has developed a plan of "comprehensive assistance" to help labor organizations in every state assume a role in planning and providing JTPA programs.

As part of the program, HRDI field representatives are working with union officers and staff to widen understanding of the new law.

He urged local organizations to work through AFL-CIO state federations whenever possible.

HRDI is available to help local groups survey the needs of laid-off workers in their areas, to identify occupations where jobs are available as an indicator of needed retraining, and to help unions develop their own assistance programs, Arnold

He pointed out that HRDI has developed a model program for responding to the needs of jobless workers which includes a "worker assistance workshop" and follow-up activities tailored to the needs of the workers and the community.

To date, HRDI has conducted 66 workshops for workers facing layoff or plant closing, many of which were planned and conducted in cooperation with the AFL-CIO Dept. of Community Services, Arnold

The institute also makes available to unions information on the programs including a fact sheet on JTPA, a description of organized labor's role under the new law, listings of each state's allocation of funds and a brochure describing HRDI's assistance program. Unions can get copies from the HRDI National Office, 815 Sixteenth St., N.W., Washington, D.C. 20006.

Regional heads Mann, Kurko retire

AFL-CIO Regional Directors Michael Mann and Nicholas Kurko have retired after long service to the union movement.

Mann was director of Region VII, comprising New York, New Jersey and Puerto Rico. Kurko headed Region IV, which covers Texas, New Mexico, Louisiana and Colorado.

Mann, who was born in Dublin, Ireland, began his union career in Chicago in the mid 1930s and helped organize Montgomery Ward for the Retail, Wholesale & Dept. Store Union. He became CIO regional director for Illinois in 1939, later served as executive secretary of the Chicago Industrial Union Council, and was CIO regional director in New York at the time of the AFL-CIO merger.

After serving as assistant AFL-CIO regional director, Mann was appointed regional director in 1957.

Kurko, a native of Hartford, Conn., and a graduate of Antioch College, became an organizer for what is now the Oil, Chemical & Atomic Workers in Oak Ridge, Tenn., in 1946.

He was appointed director of what was then the AFL-CIO Texas region in 1966 and continued as director of the enlarged region when it was restructured in 1974.

Shanker asks conference on schools crisis

Teachers President Albert Shanker has called for a national conference of education, military, business, government and labor leaders to focus on the critical education problems facing the nation.

Responding to the recent report by the National Commission on Excellence in Education (NCEE), Shanker emphasized the need for a national forum, saying: "The future of America rests with our system of education. If it fails, we fail."

The NCEE report calls for major reforms in public education, including higher teacher salaries, longer school days, tougher curriculum requirements, improved discipline and more homework.

Shanker cited the "new" sources of support for education coming from business and industrial leaders who are committed to merging forces with the education community and who are offering constructive proposals for improving schools.

The present situation is an "opportunity that wasn't there before," he said, and it is up to the teachers unions "to rise to the challenge and talk with these people as equals. We can get billions more for education and improve our status as teachers."

Competitive factor

He added that business and industrial leaders are "worried the U.S. is losing out to foreign competition. They see that our schools are not providing the educated work force business needs to be competitive."

Over the next two decades, Shanker said, the biggest need will be training people for jobs that don't exist today. It will be up to unions to find out from business what kind of workers they will need and what kind of training programs should be provided to students and adults.

In noting the NCEE report, Shanker said while AFT may not agree with all the recommendations, "well thought-out proposals deserve our consideration. We ought to supply our experience in working out the answers because there is an emergency situation in education."

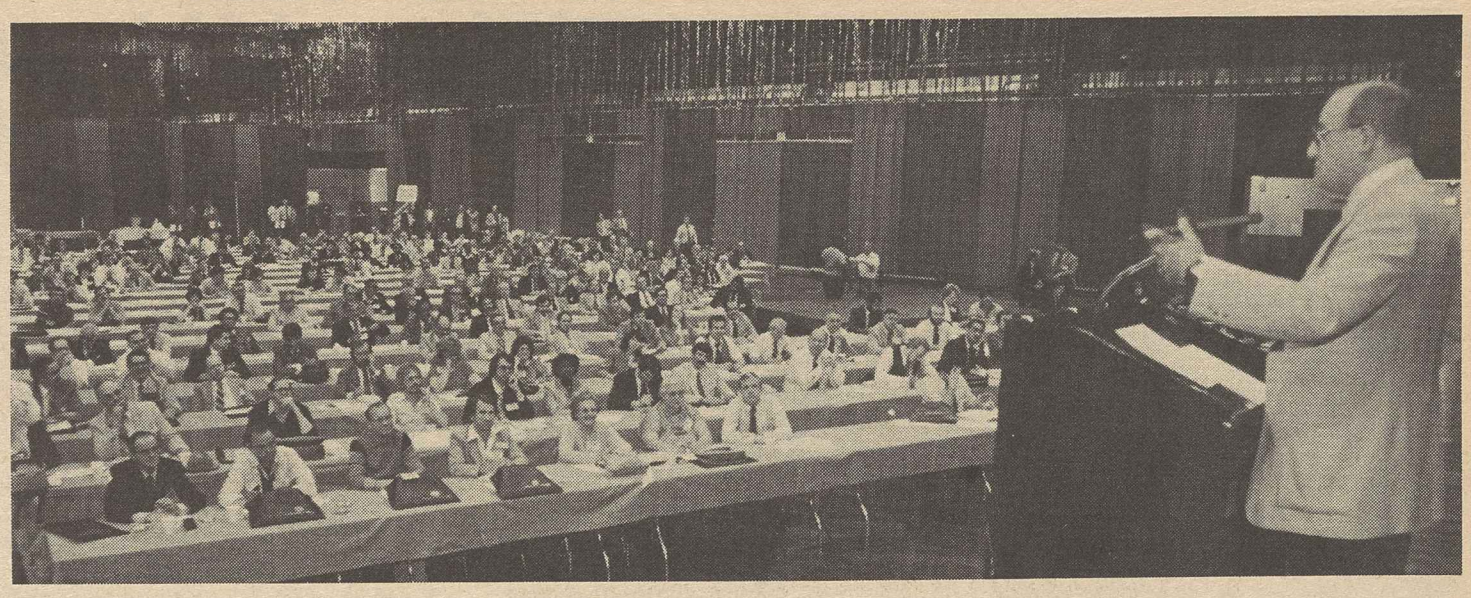
To meet the challenge, he urged:

- Teacher salaries should average $25,000, not $17,000, yearly.
- Teachers should get additional compensation for any lengthening of the school day or year.
- Teachers' abilities should be tested before they enter the classrooms.

AFSCME adds 1,100 in Missouri campaign

Jefferson City, Mo.—The State, County & Municipal Employees were overwhelmingly selected to represent more than 1,100 employees of the Missouri Dept. of Corrections in an election conducted by the State Board of Mediation.

AFSCME Missouri Council 72 President Bob Anderson hailed the victory, which resulted in 497 votes for AFSCME against 27 votes for no union.



Machinists President Winpisinger keynotes Industrial Union Dept. legislative conference.

IUD delegates push national policy to revive industry, restore jobs

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jobs with the fate of workers who get "plant gates slammed in their face and walk to the end of a 4,000-mile unemployment line."

Georgetown University Law Prof. Eleanor Holmes Norton, who headed the Equal Employment Opportunity Commission during the Carter Administration, warned that the loss of decent-paying industrial jobs for blacks and Hispanics is threatening to wipe out a generation of economic gain.

Former Labor Sec. Ray Marshall spoke of the enormous cost of unemployment and said full employment should be the "most important goal" of economic policy.

He and other speakers stressed that U.S. monetary policy that drives up the value of the dollar in relation to other world currencies amounts to subsidizing imports and overpricing America's exports.

His fellow panelists came from unions whose members have been among the heaviest hit by the loss of industrial jobs.

Once growing, now gone

President William H. Bywater of the Electrical, Radio & Machine Workers traced the IUE's drop over 20 years from 400,000 members to fewer than 200,000 and the virtual disappearance of the U.S. radio and television industry that was once the union's growth area of membership.

The highly touted "high-tech" industries won't provide jobs for workers from the factories and assembly lines, he warned, and in fact are themselves joining the exodus overseas.

"It's unfair to the workers of our country, and it has got to be stopped," Bywater insisted.

Auto Workers Vice President Don Ephlin noted that over 250,000 UAW members in the Big Three auto companies are still without jobs despite the pick-up in sales. Of six auto assembly plants in California, he said, only one will still be in operation after next month. And only the possibility of domestic content legislation keeps foreign manufacturers still interested in the establishment of production facilities in the United States, he suggested.

Steelworkers Sec. Lynn R. Williams questioned whether a few giant corporations and multinationals should have the unchecked power to destroy industries essential to the U.S. economy.

He spoke bitterly of U.S. Steel's announced plans to import steel slabs at the expense of U.S. production and warned that, as in other industries, one company starts and others follow suit.

President Charles H. Pillard of the International Brotherhood of Electrical Workers noted in a prepared address to the conference that U.S. trade policy remains based on free trade concepts and competitive advantage assumptions that haven't reflected the reality of world conditions for 20 years.

American industries are "competing with foreign governments, not foreign workers," he stressed. Pillard was sidelined by illness and his administrative assistant, Anthony Salamone, represented him. IBEW delegates from industrial locals in 40 states took part in the IUD conference.

Delegates gave warm receptions to Sen. Edward M. Kennedy (D-Mass.) and to four announced candidates for the Democratic presidential nomination. Former Vice President Walter F. Mondale spoke on the opening day luncheon program. Senators Gary Hart (Colo.), John Glenn (Ohio) and Alan Cranston (Calif.) were on the May 5 program.

Legislation on plant closings sought to protect workers

A parade of union witnesses, including workers who have experienced plant closings at first hand, testified to the need for legislation that would avoid plant shutdowns where possible and relieve hardships when jobs can't be saved.

No hearing room at the Capitol was large enough to accommodate the delegates to the Industrial Union Dept. legislative conference who wanted to attend, so Rep. William L. Clay (D-Mo.) brought his Labor-Management Relations subcommittee to an auditorium in the Dept. of Health & Human Services building.

The hearings focused on the labor-backed bill introduced by Rep. William D. Ford (D-Mich.), and Clay pledged every effort to move the measure through committee and to the floor of the House.

It would require firms to give workers, unions, communities and the federal government advance notice of intent to shut down or transfer operations and authorize the Secretary of Labor to explore measures to avoid a shutdown. If the closing takes place, the employer would be liable for income maintenance payments for up to a year, backed by the government. Workers would be entitled to transfer rights and training, while communities could receive grants to compensate for tax losses.

One of the witnesses brought by the IUD to testify on the measure was Herman Rebhan, general secretary of the Geneva-based International Metalworkers Federation, and he found nothing unusual in such legislation.

Worker safeguards

Nearly every country in Europe restricts mass layoffs and plant closings, he said, and in many cases the worker safeguards go beyond the terms of the legislation before the subcommittee.

IUD President Howard D. Samuel termed the increase in plant shutdowns "a national crisis" and noted that it is no longer a problem of the older industrial areas. "More than half of all closings in the last decade occurred in the South and the West," he testified.

Nor is it just older plants that are being closed, Sec.-Treas. Jack Sheinkman of the Clothing & Textile Workers told the subcommittee. He cited a study of 171 plants closed by major corporations that had a median age of only 15 years, with one-third no more than six years old.

"The United States simply cannot afford to have its relatively up-to-date manufacturing capacity run into the ground and its workers consigned to the discard heap," he said.

Business rationale

IUE President William Bywater noted that firms moving plants to low-wage countries typically defend their actions as "simply a matter of economics."

But it is the workers and the deserted communities that suffer the "devastating economic consequences of these company decisions," Bywater stressed.

"Should the law continue to protect only the stockholder? Or should it also protect the community, which is left to absorb the shock?"

Machinists President William W. Winpisinger proposed an arbitration system under which workers of the community could challenge a company's decision to shut down or move away its operations. If the panel found that a firm could profitably continue operations, it could recommend a federal court injunction to prevent the shutdown.

Prepared testimony by UAW Vice President Marc Stepp noted that two years after a shutdown of a Ford plant in New Jersey, half the workers were still unemployed.

IUE District 3 President Archie Cole spoke bitterly of half a million jobs lost in New York and New Jersey over the past 10 years and cited the example of the Otis Elevator Co. which was kept in business by government loans but then taken over by United Technologies. By the end of this month, he said, "the last 200 workers will be gone and United Technologies will sell the government-supported plant at a profit."

R-T-W bill bounced

Concord, N.H.—The New Hampshire senate rejected a "right-to-work" bill 14 to 9 in the first test of the union-busting proposal since the 1982 elections.

The bill, introduced early in the legislative session and brought quickly to the floor for a vote, had emerged from committee with a "do not pass" recommendation.

State AFL-CIO President Harland Eaton, who actively lobbied against passage, said the senate's speedy and decisive action was the fruit of much hard work by union members to show lawmakers how the measure would harm both the state's workers and its industries.

Eaton pointed out that the senate's action is the latest in a long line of defeats handed to "right-to-work" supporters in the state over the past 10 years.

Frank Emig, assistant director of the AFL-CIO Dept. of Organization & Field Services, said that although the National Right to Work Committee has been pressing the legislation in New England state legislatures for a decade, every attempt in each state has been a failure.

Teachers 'reach out' for children of jobless

"I wondered to myself what the word unemployed meant. Unemployment must mean something awful—tears were in my dad's eyes. I had never seen him cry before. I was confused."

Reactions like this are not uncommon from school-age children whose parents are caught up in the frightening and often lengthy cycle of unemployment.

In an effort to help students understand this family crisis, the American Federation of Teachers launched a six-week pilot project in Youngstown, Ohio, where AFT members volunteer after school hours to counsel children from families affected by unemployment.

"Unemployment is a serious national problem, and in Youngstown the plight is even greater where the jobless rate is more than double the U.S. average," said AFT President Albert Shanker.

"With national unemployment remaining in double digits, we are getting feedback from AFT members who work as guidance counselors and teachers telling us the grades and behavior of many children are taking a sudden change for the worse because of one overriding problem—out-of-work parents," Shanker said.

He noted that a variety of government services are available to those directly affected by unemployment, but that when it comes to providing vital services to those people dependent on a mother or father working, no such program exists.

High jobless rate

The AFT selected Youngstown because unemployment there is above 20 percent, and the size of the school district's enrollment is a manageable one in which to conduct a pilot project.

Called "Project Reach Out," the program is designed to provide after-school counseling and discussion including simulation games for children in grades one through eight. Youngstown schools have about 8,700 children in the first eight grades.

If the Youngstown project is successful, Shanker said, it will be a model for a national AFT program starting this fall in other school districts. The AFT has nearly 600,000 members and represents teachers in nearly every major city.

Materials for the program, titled "My Dad Is Unemployed, but It's Not the End of the World," were developed by Artie Morris-Vann, an AFT member who works as a guidance counselor in Detroit.

Frank Kovach, a Youngstown high school history teacher, is coordinating the program with volunteer support from a dozen guidance counselors.

"Even with the spotty signs of national recovery, places like Youngstown will lag way behind the rest of the nation," Kovach observed, adding, "That's why we are teaming up to go after the special problems of the children of the unemployed."

The disruption of family lifestyles at times like these often leads to feelings of insecurity and fears about the future by children. These and other emotional disturbances may result in interference with learning in the school, Kovach said.

Group discussions

Kovach said the "Reach Out" team will work three days a week during after-school hours at various school sites where small group discussions will be held with participating children grouped by age. The sessions will be conducted by a qualified teacher who will strive to bring out the anxieties as well as build self-esteem and prevent the development of further, more serious psychological problems in the children.

Family earnings down by 2.8% in Reagan era

Continued from Page 1

a drop in credit outstanding, a new component. The rise in initial claims for unemployment insurance, which has a negative impact on the index, was another. The others were building permits and manufacturers' new orders for consumer goods.

The 12th component in the index, the change in inventories, is reported after a one-month lag.

Most economists expect recovery this year to be modest. That would mean that joblessness, at 10.3 percent in March, is likely to be near the 10 percent level by the end of the year.

Analysts also are concerned over government reports showing a 1.6-percent decline in construction spending in March, and a $3.63 billion widening in the nation's merchandise trade deficit during the month. Continuing weakness in new factory orders for consumer goods and in consumers' willingness to increase their debt added to doubts over the sustainability of the recovery.

The March trade deficit of $3.63 billion compared with February's $3.58 billion. The trade gap occurred despite a drop in the price of imported oil to the lowest level in three years.

Commerce Sec. Malcolm Baldrige predicted that higher monthly deficits appear to be in store for the remainder of 1983, and that this year's total deficit is likely to exceed last year's record red ink total of $42.69 billion by $15 billion or more.

Rise in imports

Imports in March increased 2.4 percent to a seasonally adjusted $20.4 billion after falling in February to an adjusted $19.9 billion. Total merchandise exports over the month rose 2.6 percent to $16.75 billion.

Construction spending last month dropped 1.6 percent, reflecting weakness in both commercial and public housing. The March decline in building outlays, to a seasonally adjusted annual rate of $245.4 billion, followed a 2.6-percent drop in February, the Commerce Dept. said.

Meanwhile, the Bureau of Labor Statistics reported that productivity, as measured by output per hour of all workers, increased during the first quarter of 1983 in all sectors of the economy. The business sector, the broadest measure, showed productivity rose at a 2.2-percent annual rate. Manufacturing productivity was up 7.1 percent.

PLEASE DON'T BUY

R.J. Reynolds Tobacco products: Camel, Winston, Salem, Doral, Vantage, More, Now, Real. Prince Albert smoking tobacco, Winchester cigars.

UNFAIR

Historic print

Remembrance of a dramatic moment in labor history, the jailing of Air Traffic Controller Steve Wallaert during the 1981 PATCO strike, is presented to AFL-CIO President Lane Kirkland by officers of the new United States Air Traffic Controllers Organization, President Gary Eads, left and Treasurer Michael Fermon, right. The limited edition lithograph was made from a charcoal drawing by former controller Wes Cloud of Fort Worth, Tex., and funds from sales of the prints have been used by USATCO for the legal defense of controllers still facing criminal charges stemming from the strike.

New air controllers group using donations for legal aid

Union members concerned about the plight of former professional air traffic controllers fired during the 1981 PATCO strike can assist them through the new organization formed to represent the controllers' interests.

Gary Eads, president of the United States Air Traffic Controllers Organization, said in a letter to editors of union publications that the organization needs contributions to its legal defense fund.

The USATCO fund, Eads said, is helping to process the claims of thousands of controllers who are appealing their firings by President Reagan. The fund is also aiding former PATCO local union officers still facing massive personal fines and criminal felony charges stemming from the strike.

Dismissals upheld

In late April, the full Merit Systems Protection Board decided seven cases involving 131 fired controllers, upholding the dismissals of all but three. The MSPB said the basis of the decisions in these cases will be used to decide nearly 5,000 pending appeals which board expects to act on by Sept. 30.

In denying the appeals of the 128 controllers, the MSPB rejected charges that the Federal Aviation Administration failed to clearly show strike participation before firing them.

The board held that the FAA had only to prove that a controller was absent without leave during the period of the strike, while the employee must prove he or she was absent with permission.

The board also held that public workers engaged in a strike in violation of a federal anti-strike law are not entitled to the protections against illegal lockouts under the Taft-Hartley Act. Controllers whose appeals are denied may petition the U.S. Court of Appeals for review.

Formed last year

USATCO was founded in July 1982 by former PATCO officers and members and with the help of a number of working controllers.

Eads said USATCO membership now totals 1,875, including both dismissed and working controllers. The organization maintains a seven-district national structure with the help of part-time directors and organizers. Membership is growing by about 75 controllers a month, he said.

Eads reported that USATCO is considering plans for a national meeting of air traffic controllers in Washington, D.C. later this year and is working on a union constitution.

Organizing efforts are under way at a number of Federal Aviation Administration facilities, he said. When the local organizations have a sufficient number of members, Eads said, USATCO will ask the government to recognize the organization as the controllers' exclusive union representative.

USATCO's Legal Defense Fund, and its fund to aid the families of local officers still facing jail terms, is situated at 210 7th St., S.E., C-26, Washington, D.C. 20003, telephone: 202-543-0772.

Salvador court hit for dropping murder charges

Continued from Page 1

tle, as well as Jose Rodolfo Viera, 43, the director of the Salvadoran government's Institute for Agrarian Transformation, were shot to death by two former National Guard corporals on Jan. 3, 1981, in a hotel restaurant in San Salvador.

The gunmen, who have confessed to the killings, implicated the three well connected Salvadorans in the crime, but a Salvadoran judge ruled last October there was not enough evidence to take them to trial.

The State Dept. reacted to the dismissal of charges against the three implicated Salvadorans with concern, saying it was "disappointed" by the decision.

A key figure in the murders of Pearlman, Hammer, and Viera is National Guard Lt. Isidro Lopez Sibrian. The gunmen have testified Lopez ordered the murders of the three men.

Plot scenario

Court testimony and extrajudicial testimony turned up by AIFLD last fall produced this scenario of events leading to the quickly hatched plot to assassinate the labor leaders:

On the night of the murders, Lopez drove to the home of Salvadoran businessman Hans Christ and the two of them later got in touch with Army Capt. Eduardo Alfonso Avila, whose uncle is a ranking figure on the Salvadoran supreme court. Lopez was accompanied by his bodyguard, Corp. Jose Dimas Valle Acevedo, a National Guardsman.

Court testimony revealed that Lopez and Christ, their wives, and Avila went to the coffee shop at the Sheraton, where Viera, Hammer, and Pearlman later showed up. Because the coffee shop was crowded, the three labor officials took a waiter's advice to go instead to the hotel restaurant.

Avila told investigators Christ muttered a curse about Viera, got up and followed the three men into the restaurant to see where they were seated. Testimony revealed that, sometime after 11 p.m., Lopez, Avila, and Christ went into the hotel parking lot, where Lopez told Dimas: "You are going to kill them."

Lopez then ordered Corp. Santiago Gomez Gonzalez, the bodyguard of another National Guard officer, to help Dimas carry out the "job." When Gomez demurred, Lopez walked back into the hotel, and returned moments later to say that the officer, Maj. Mario Denis Moran, had said it was all right for Gomez to assist Dimas. Moran has denied giving such approval and has not been directly implicated in the murders.

Lopez gave a gun to Gomez, while Avila gave one to Dimas, testimony showed. The corporals told the court that Christ then led the two gunmen into the restaurant, and pointed out the victims.

In its Apr. 29 dismissal of the charges against Christ, Lopez and Avila, the appeals court ordered the two gunmen to stand trial.

Bargaining report

Drop in average pay reflects steel cutback

The impact of the battered economy on workers' pay was borne out in a Bureau of Labor Statistics report showing an average 1.4-percent wage decline in the first year of major collective bargaining agreements concluded in the first three months of 1983.

Over the life of the contracts, wage increases average only 2.2 percent annually, BLS said. Both figures were record lows.

The wage decrease in the initial year of the contracts is the first negative average adjustment since BLS began the series 15 years ago. About half of the 546,000 workers covered by the settlements had wage decreases, the government said.

"Most of these workers were in the steel industry," said BLS. "Another one-tenth of the workers were under contracts that specified no wage change. Contracts covering the remaining workers provided the smallest wage increases on record."

The data cover workers in private industry bargaining units of at least 1,000. Altogether, BLS keeps track of some 8.3-million workers in such units.

Previous gains

The last time the same parties bargained—two to three years ago in most cases—average wage increases were 7.3 percent in the first contract year and 5.4 percent a year over the life of the agreements, BLS said.

Wage decreases during the January-March quarter, averaging 6.4 percent in the first contract year, were mostly in contracts settled before the previous agreements expired, the agency observed. The most prominent of these was the basic steel settlement reached in February.

The steel industry agreement reduces wages in the first year, but restores virtually all of the cuts by the end of the 41-month agreement. The cost-of-living clause was retained, but no payment would be made until August 1984 at the earliest.

Some get raises

Among settlements containing wage increases in the first and subsequent years were those in the airlines, utilities, retail trade, and glass manufacturing industries. These averaged 6 percent the first year and 5.3 percent annually over the life of the agreement.

Contracts with no specified increases are in a variety of industries, including construction and can manufacturing, where an early settlement was concluded.

Two-thirds of the workers under the first-quarter settlements were covered by contracts with cost-of-living clauses, BLS said, adding that most workers under these contracts took wage cuts. In settlements with COL clauses, the average wage adjustment was a 4.3-percent decline in the first year, compared with a 4.4-percent increase in settlements without COL clauses.

In key contracts, those measuring wages and benefit costs in settlements covering at least 5,000 workers, total compensation adjustments declined an average 1.8 percent in the first year and rose an average 1.4 percent annually over the life of the contracts.

"The historically low settlements in the first three months of 1982 continue the moderation in the size of settlements that began in the first quarter of 1982," BLS said.

In the current April-June period, 369 major agreements covering 1,167,000 workers are due to expire or may be reopened for wage negotiations.

Institute assails Administration on rights failure

The Reagan Administration's lack of concern and enforcement of civil rights and women's rights was condemned by participants in the AFL-CIO Civil Rights Institute.

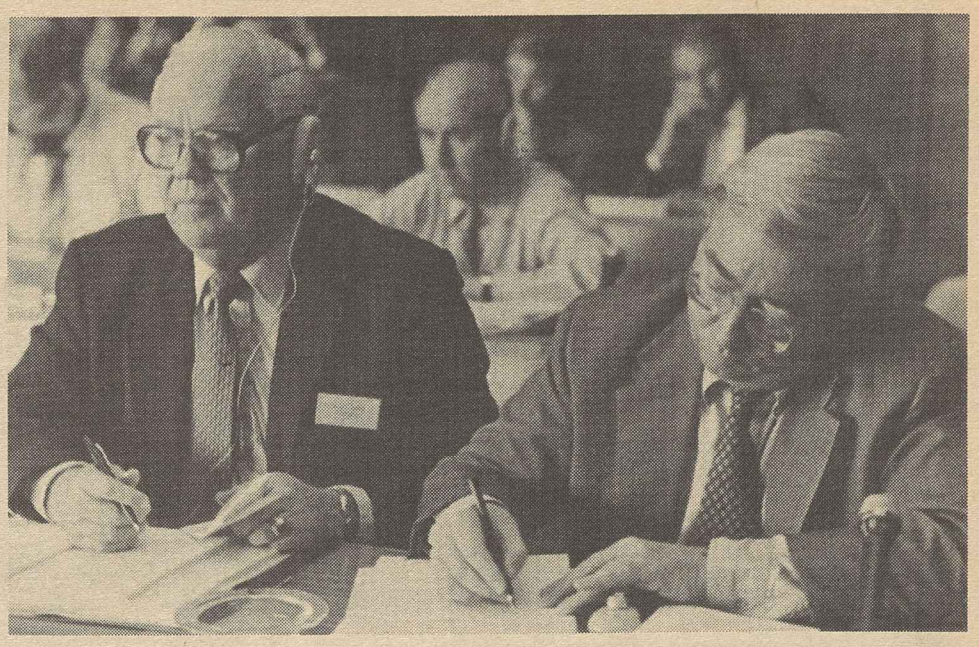
The weeklong conference at the George Meany Center for Labor Studies brought together representatives of labor, civil rights and educational groups who assailed the Reagan cutbacks in equal employment opportunity and affirmative action programs.

Panel discussions covered topics on equal job opportunities, youth employment, building coalitions, political action, legislative goals, working women, and union responsibility.

A number of speakers cited the mayoral election in Chicago and the gubernatorial election in California as reasons why minorities and women's groups must continue to work toward greater representation in politics at the local, state and national levels.

Guest speakers included Eleanor Holmes Norton, professor of law at Georgetown Law School; Communications Workers President Glenn E. Watts; Wiley Branton, dean of the Howard University Law School; Floretta McKenzie, superintendent of the District of Columbia public schools: Dr. Bernard E. Enderson, director of Social Services Dept. of the Rockefeller Foundation; Henry Lacayo, Auto Workers' director of National Communications Action Program; and a number of other civil rights and women's rights leaders and AFL-CIO staff members.

AFL-CIO Vice President Frederick O'Neal joined Civil Rights Director William E. Pollard in welcoming delegates.



Representing the AFL-CIO at the International Labor Organization's construction industry conference were President J. C. Turner of the Operating Engineers, left, and President John T. Joyce of the Bricklayers.

ILO urges steps to increase construction jobs worldwide

Geneva—The International Labor Organization called on its 150 member states to undertake immediate efforts to increase the number of construction industry jobs.

Worker, employer and government delegates to a 29-nation session of the ILO's Building, Civil Engineering & Public Works Committee voiced deep concern at the grave consequences of the worldwide depression in the industry.

In calling for expanded construction and public works programs, the committee stressed the job-creating impact that increased activity in these sectors has throughout a nation's economy.

A unanimously approved resolution noted that such programs make a vital contribution in raising overall economic activity. This results not only from the increased employment and resulting higher output in the sectors directly concerned but also from the "production and employment they generate in other sectors," it stressed.

Accord welcomed

J. C. Turner, president of the Operating Engineers, welcomed the accord registered by the tripartite committee on the need to create jobs for construction workers.

Commenting on the results of the 10-day session, Turner recalled with satisfaction that the committee had not confined itself to an appeal for the creation of jobs. It went on to outline the action needed to increase the employment of construction workers through such measures as the development of public works programs and the reduction and stabilizing of interest rates, he said.

Turner and President John T. Joyce of the Bricklayers formed the AFL-CIO worker team of the U.S. delegation.

During the committee's discussions, Joyce denounced Poland's flouting of the ILO commitment to include trade unionists on its delegations.

But at least this backsliding "avoids the hypocrisy of presenting fictitious worker representatives," Joyce said in an allusion to Warsaw's outlawing of the Solidarity free trade union federation.

As a member of the workers' group on the committee that examined the key issue of working conditions in the construction industry, Joyce noted what he termed "some hardening of attitudes" among employers.

Nevertheless, despite the different backgrounds and diverse interests of delegations draw from all parts of the world, communication was established, Joyce observed. "The general thrust was in the right direction," he said.

The conclusions approved unanimously for submission to governments declared that the protection of workers' health and safety should be assured by national law prepared in consultation with workers and employers.

Magic Chef pact with IAM shows split personality

Galesburg, Ill.—Machinists at the Magic Chef division of Admiral Co. here voted overwhelmingly to endorse a new three-year agreement that will provide wage increases and improved benefits to the more than 2,000 IAM Local 2063 members, who manufacture home refrigerators.

The new pact provides a 50-cent an hour raise immediately; 40 cents and 35 cents in the second and third years respectively. Cost-of-living adjustments will also be made in the second and third years, adjusted quarterly but capped at 10 cents over the year.

The base hourly rate at the plant is currently about $9 but wages range up to $11 an hour under a program of pay incentives, the union said.

Improvements were also made in pension, life insurance, sickness and accident benefits and major medical coverage, which was increased from $25,000 to $50,000 annual maximum.

Meanwhile, however, some 900 members of the Molders remain on strike at Magic Chef's plant in Cleveland, Tenn., where workers walked off the job Jan. 23 after negotiations broke down over management's demands for cutbacks that would "discriminate" against the Tennessee workers in comparison to contracts at the company's other plants. Among the company's demands was the elimination of union dues check-off.

The AFL-CIO Executive Council has sanctioned a boycott against gas and electric kitchen ranges made at the Tennesesee facility.

Budget rule hamstrings Congress

Congress has tilted too far toward allowing budget-setting procedures to dictate its legislative agenda, the AFL-CIO told a House Rules Committee task force that is examining the budget process.

Legislative Rep. Peggy Taylor expressed the federation's concern at the manner in which the budget mechanism has been manipulated in recent years to bypass the normal legislative procedure.

This year's approach has been more responsible, Taylor acknowledged. But she cautioned that nothing prevents the budget process from again being used "to railroad through Congress with minimal deliberation very substantial destructive changes in federal domestic programs."

Process problems

The complex budget procedure Congress adopted in a 1974 law has never worked in the fine-tuned manner its designers anticipated, Taylor said.

Congress is supposed to complete action on a first budget resolution by May 15. That resolution, based on recommendations of legislative committees and consideration of the President's budget proposals, sets broad spending and revenue targets.

The next step calls for a more detailed second resolution establishing binding spending ceilings, to be enacted by Sept. 15. That second resolution may include reconciliation instructions to the various congressional committees to reshape programs to comply with the final spending and revenue goals. The reconciliation measures are then combined into a single package for final congressional action by Sept. 25, five days before the start of the new fiscal year.

But under the Reagan Administration, Congress has in effect made the first resolution the binding spending ceiling and used reconciliation instructions to compel a major reshaping of government programs.

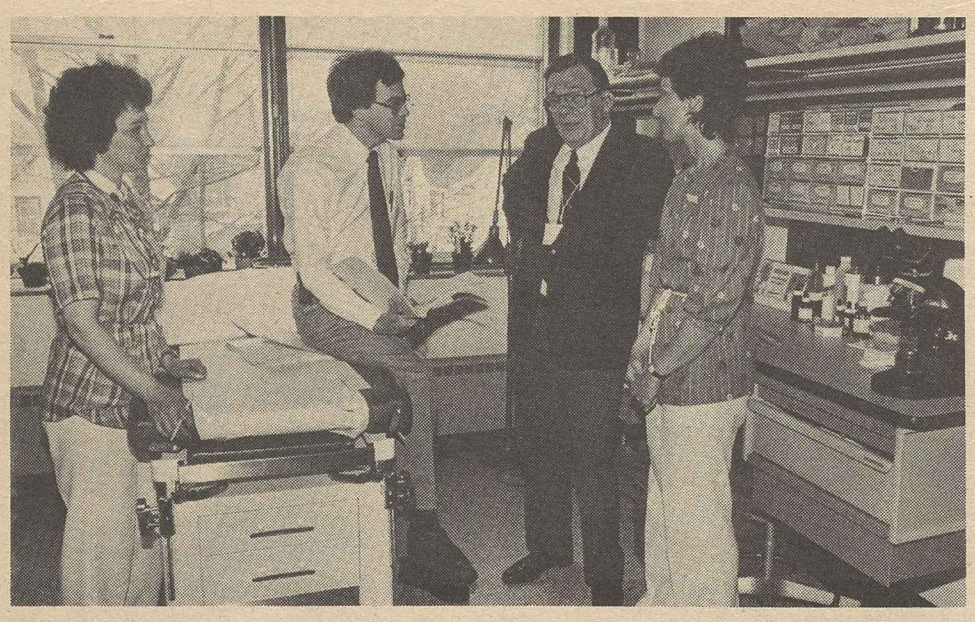
Taylor voiced a number of concerns over the distortion of the congressional function so that almost everything is subordinated to the budget process, which in turn is based largely on economic assumptions that often are faulty.

The estimates used in setting both revenue and outlay figures are "educated guesses, not truths," she stressed. But they have been used as the basis for drastic policy decisions.

Fundamental change

Taylor welcomed the panel's consideration of changes in the budget procedures that have been proposed by various members of Congress. But she urged the task force to go beyond proposals for "marginal" adjustments in the budget mechanism and "consider more fundamental change."

The budget procedure should not assume that Congress is incapable of legislating in the interests of the country "unless forced to by the budget resolution," Taylor urged.



Health care for jobless

AFL-CIO President Lane Kirkland discusses free medical services provided to long-term jobless workers and their families in the St. Paul, Minn., area under a 12-week demonstration project arranged by the Minnesota AFL-CIO with the SHARE Health Plan, a unionized health maintenance organization. Kirkland said the project is an "outstanding effort by the state labor movement to cope with an urgent problem. It sets a good example, both to the medical community and organized labor elsewhere in the country." From left: Renee Gustafson, SHARE Director Dr. Larry Kaplan, Kirkland and Joyce Jager. Gustafson and Jager are licensed practical nurses and stewards of Service Employees Local 113.

Union halls to form network of disaster relief centers

Tampa—The AFL-CIO and the American Red Cross have activated the first two union halls in a network of 37 such sites as disaster relief centers along the southeastern coast from Louisiana to Virginia. Inaugural ceremonies here brought on line the heaquarters buildings of International Brotherhood of Electrical Workers Locals 824 and 915.

A dozen AFL-CIO affiliates have contributed services, equipment and volunteer expertise toward the project. In addition to the IBEW, they are the Steelworkers, Longshoremen, Iron Workers, Government Employees, Woodworkers, Carpenters, Clothing & Textile Workers, Plumbers & Pipe Fitters, Operating Engineers, Boilermakers and Communications Workers.

The project was conceived in 1981, when AFL-CIO and Red Cross officials, noting they shared a common centennial year, adopted a joint project which would provide a service of lasting value to the American public.

Logistics and details were ironed out with the assistance of the federation's Dept. of Community Services and agreements were made with 37 union locals from Lake Charles, La., to Norfolk, Va. Talks are continuing toward arranging other union hall locations along the densely populated coastline from Virginia to Maine.

$5-million effort

The total value of volunteered labor and equipment exceeds $5 million, and Red Cross officials estimate the unions' participation will save the agency millions of dollars more since the union halls are being provided free of charge.

The agreements signed by the participating unions specify the use of a large auditorium, restrooms, kitchen and parking lot.

Generators and communications equipment are being donated by telephone companies in the seven-state area, including Southern Bell, South Central Bell, General Telephone Exchange and United Telephone Service. Each headquarters will be pre-wired with 30 direct phone lines, which can be activated in 12 to 24 hours in an emergency. Other special equipment and personnel to ready the locations have been contributed by building trades union members and union contracting firms. Volunteers from the CWA and IBEW will be available around the clock to handle special problems.

As part of the ceremonies, electricity was shut off to the Local 824 building. Then, the emergency generators were turned on to provide electricity and the first "disaster center" phone call was made to Florida Gov. Robert Graham, alerting him to the activation of the center.

United assistance

IBEW President Charles H. Pillard said that "for years, organized labor has held the belief that if we are to be of real use to our members, we must assist whenever possible in helping their families and the members of their communities. This project is that type of result when unions and employers work together for a common good."

William J. Sande, Red Cross vice president for disasters, noted that when a major hurricane hits along the Gulf Coast, it is not unusual for the Red Cross to augment local volunteers and staff with as many as 500 workers from neighboring states and other regions. In the past, establishment of an emergency headquarters meant setting up phone service, finding a building and occasionally having to relocate at added expense.

A major component in the joint effort in Tampa was General Telephone Exchange, whose president, George Gage, noted the company's donation and that 7,400 of its employees are members of IBEW Local 824.

Methodist clerical staff picks UAW in election

New York—Clerical staff workers at the United Methodist Church Board of Global Ministries here voted 133 to 88 to be represented by Auto Workers District 65.

The election, which marked the first affiliation of any church employees with a major American union, covered secretaries and other clericals on the Methodists' support staff. Missionaries, clergy and other professionals will not be included in contract negotiations.

The first in a network of 37 union halls is "activated" as an American Red Cross disaster relief center.

Labor board upheld

'No-notice' shutdown draws backpay order

Boston—The 1st Circuit U.S. Court of Appeals ordered an employer who shut down a Maine paper mill with virtually no notice to make up back pay and put workers on a preferential hiring list in the event the company resumes operations.

In a unanimous decision, the court upheld a 1981 National Labor Relations Board finding that Penntech Papers, Inc., its wholly-owned subsidiary, T.P. Property Corp., and Kennebec River Pulp & Paper Co., had violated the Taft-Hartley Act by failing to bargain with Paperworkers Locals 36 and 73 on the effects of the mill closing on employees.

The case involves 348 workers let go when Kennebec ceased operations in Madison, Me., in 1977. Both the court and the NLRB ruled that Penntech, T.P. and Kennebec were a "single employer" under the law, even though Kennebec operated the mill on a daily basis.

Penntech, a Delaware corporation with headquarters in New York City, organized T.P. Property Corp. in 1975. T.P. performed no other corporate function until March 1976, when it purchased the outstanding capital stock in Kennebec, which had closed the mill in December 1975 because of declining profits. Kennebec had operated the plant since 1959.

With T.P.'s acquisition of the firm, and with several Penntech officers on the Kennebec board, the mill continued to lose money after operations resumed, losing some $3 million in 1976. Management decided to close the mill Mar. 29, 1977.

Union last to know

Until then, the companies never notified the Paperworkers, which had signed a collective bargaining agreement with Kennebec on Mar. 1, 1976, of its intention to discontinue operations. On the closing date, Kennebec's president met with union representatives at 1:30 p.m., and told them for the first time that the mill would be shut down and that workers should empty their lockers and remove their tools from the plant by 3 p.m. that day.

The union filed an unfair labor practice charge with the NLRB, alleging that all three companies violated the law by closing the mill without adequate notice and failing to bargain with the union over the effects of the plant closing on Kennebec employees. The union also sought arbitration of contract issues regarding Kennebec workers' right to vacations, pensions, and severance pay.

The Paperworkers initiated the action in behalf of Kennebec workers represented by Firemen & Oilers Local 270 and Machinists Local 599 and IAM District 99 as well as its Local 36 and 73 members.

Following lengthy litigation on the arbitration request, the 1st Circuit Court, on appeal from a dismissal of the union's action, ruled that since Penntech and T.P. never signed the collective bargaining agreement with the Paperworkers, they could not be compelled to arbitrate. The court rejected the union's argument that Penntech was the "alter ego" of Kennebec because of their interrelated operations.

In its latest ruling, however, the court held that its earlier decision does not prevent it from deciding that the three companies are a "single employer" for purposes of the Taft-Hartley Act. It agreed with the NLRB that there is "substantial evidence" to support the board's findings that the companies had interrelated operations, common management, centralized control of labor operations, and common ownership.

Inadequate notice

"It is clear that the notice to the union on Mar. 29, 1977, of the decision to terminate Kennebec's operations that very same day did not afford the union an adequate opportunity to bargain over the effects of that decision upon the employees."

The board remedy approved by the court awards back pay to Kennebec employees until Penntech reaches agreement with the union on the effects of the plant closing.

NLRB also ordered Penntech to establish a preferential hiring list of laid-off Kennebec workers, and hire from that list if it resumes operations in Madison.

Court urged to put Davis-Bacon change on hold

Continued from Page 1

tions but appealed Judge Greene's decision. Union attorneys countered with an appeal of the one rules change that had not been barred—elimination of the so-called 30 percent rule.

Under that provision, the prevailing wage is set as the rate received by the largest number of workers in a job classification within the geographical area being surveyed, provided at least 30 percent of the workers in that classification receive the rate. Otherwise, a weighted average is used.

Non-union contractors had complained that this often resulted in the union scale being set as the prevailing rates and the Labor Dept. proposed to raise the 30 percent requirement to 50 percent.

'Helper' substitute barred

Other changes it sought, which Judge Greene barred as clearly contrary to the intent of Congress, included a rule that would have allowed contractors almost unlimited freedom to substitute semi-skilled "helpers" at lower pay for both skilled journeymen and apprentices.

In a surprise move, the Labor Dept. chose not to wait for the appellate court to act and announced that the abolition of the 30 percent rule would take effect June 28, following the required 60-day notice.

Labor Dept. officials indicated that the other rules changes would be reinstated if allowed by the appellate court and that an appeal would be pursued to the Supreme Court if the decision went against the government.

EDITORIALS

Plant Closing Styles

THIS IS an account of a plant closing, American style, as related by James Savoy of Chester, Mass., who was the last president of the Machinists local that represented workers at Courtland Grinding Wheels Co.

The formerly family-owned firm had been the town's largest employer. But after two sales to distant corporations, it ended its productive life as a tax writeoff for Dresser Industries, an enterprise that is no stranger to plant closings.

Dresser Industries is described by Savoy as "an almost nation-sized multinational corporate employer," which had more than $4 billion in sales last year. Its return to investors over a 10-year period had averaged 7.8 percent and it was 83rd in size among the Fortune 500 list of America's largest corporations.

There were signs of trouble, Savoy testified, and workers agreed to contract givebacks even though the average wage was only $6.50 an hour.

MANAGEMENT GAVE assurances that the plant would not close. But if it ever did, "we would be given plenty of advance notice."

Instead, last October, "we were told the plant was going to be shut down within three weeks." But the company was not entirely heartless. "They agreed to pay our Blue Cross from November to February—three months," Savoy testified.

The local government, shocked by the abrupt closing, sought out possible purchasers for the plant, to either buy it or convert it—and actually lined up several prospective buyers.

"But Dresser Industries won't sell," Savoy told the committee, "and won't even talk to the city officials about selling."

So the plant that was so important to the economy of Chester "just sits there idle," he testified.

His own guess, Savoy said, is that the parent corporation is "making money from it through tax writeoffs, probably more money than if it was operating or sold."

Meanwhile, "30 acres and a big plant is just wasting." And so are many of the people who used to work there.

CONTRAST THIS with the plant closing, European style, as related by Herman Rebhan, the general secretary of the International Metalworkers Federation.

Not just plant closings, but any significant layoffs, are covered by legislated safeguards in most Free World industrialized countries, he testified.

Typically, he related, employers "must give advance notice of layoff—from three months to a person with less than five years seniority to nine months for someone with more than 15 years on the job."

In Sweden, the employer "must show reasonable grounds" for a layoff, and if a large-scale relocation is unavoidable, the resources of government and the community are brought in "to put together some sort of a rational employment assistance plan."

Belgium and France have industrial redevelopment funds that provide low-interest loans to new enterprises locating in areas hit by plant closings.

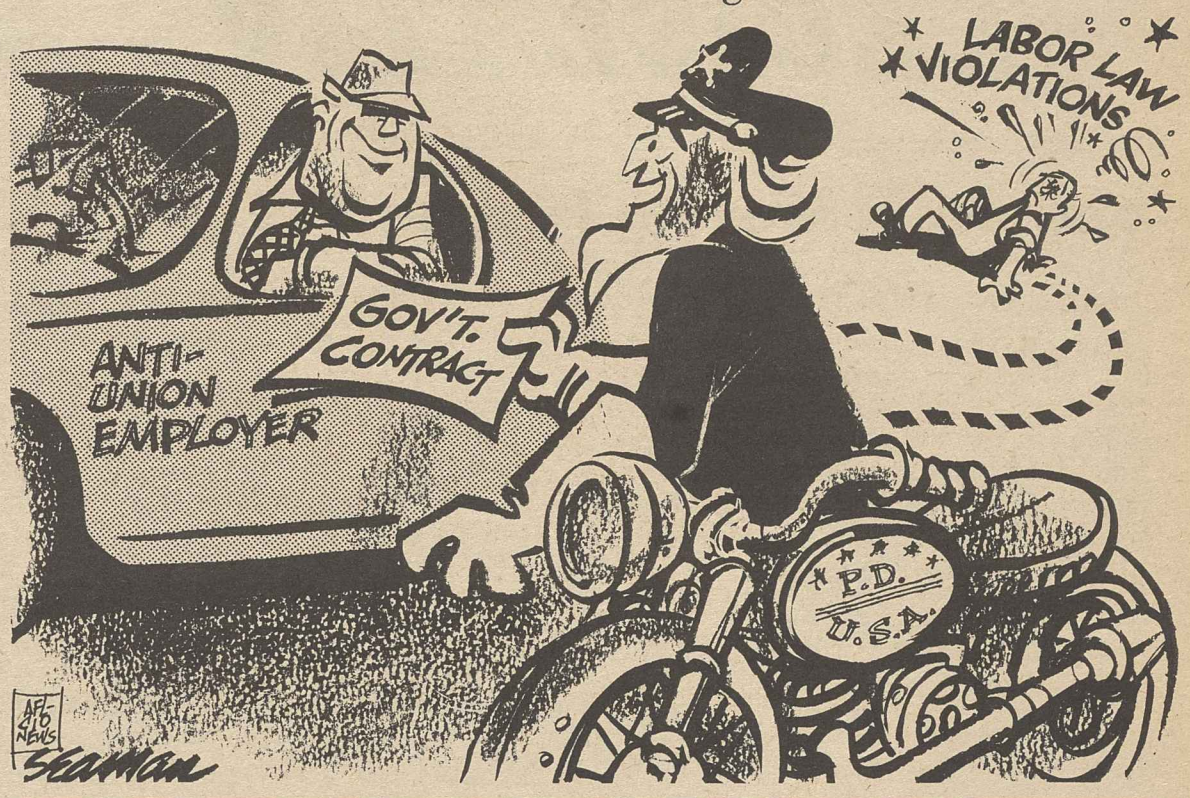
Further, he added pointedly, "the notion of using the threat of closing a plant as a weapon in collective bargaining with a union is completely foreign in Europe and, indeed, in much of the rest of the world."

AMERICANS ARE accustomed to a leadership role in the world, and some may find it a culture shock to find the United States toward the bottom of the ladder in terms of legislated protections for its workers.

We don't always take kindly to outside advice. But it would be difficult for even the most hardened xenophobe to quarrel with the concluding paragraph of Brother Rebhan's testimony:

"America would go far toward a more secure, just and fair society if it were to initiate its own plant closing and layoff warning system."

'And That's for Breaking the Law!'



Washington Window

Scofflaw firms rewarded with hefty U.S. contracts

By Press Associates, Inc.

During a period of fierce struggles by workers to assert their right to be organized, Congress in 1935 enacted the National Labor Relations Act to set ground rules for organizing and bargaining.

But in recent years the evidence has been piling up that employers increasingly have been flouting the NLRA in their determination to keep out or bust unions. Some of the worst labor law violators are giant conglomerates which profit from lucrative federal contracts.

At a recent hearing before the House Labor-Management subcommittee, labor leaders, workers and academic experts testified in favor of a bill to put teeth into the NLRA by denying federal contracts to the more flagrant violators.

As a prime example of the need for a meaningful legal deterrent, those at the hearing cited Litton Industries' 20-year history of illegal and unrestrained union-busting. The giant conglomerate is the nation's 11th largest defense contractor.

William H. Bywater, president of the Electrical, Radio & Machine Workers, told the panel of his union's attempt to organize Litton's Triad-Utrad plant in Huntington, Ind., beginning in 1980.

Company campaign

Days after an IUE organizing committee was set up in the plant, Litton flew in a troubleshooter from its industrial relations division to begin "a massive campaign of coercion and intimidation."

Company illegalities included "widespread interrogation of employees concerning their union sympathies and activities; threats of discharge, physical violence and other reprisals; threats of plant closure, and interference with the distribution of union literature." Five union supporters were fired or harassed into quitting. The union filed complaints of over 50 NLRA violations.

A year later, hearings on the complaints began before the National Labor Relations Board. Litton, to avoid a "guilty" finding and penalties by the NLRB, offered to rehire the illegally discharged workers with full back pay.

To avoid a long and expensive legal battle as well as further hardship on the victimized employees, the union agreed. But by that time, the momentum of the organizing campaign had been lost and morale broken. The union pulled out.

Litton's strategy had worked—the same as it had in four previous organizing campaigns at the same plant, in 1964, 1969, 1975 and 1978.

Ohio target

Walter L. Martin, an international representative for the Graphic Arts International Union, described how Litton has tried to bust a long-established local at its McBee Systems subsidiary in Athens, Ohio.

Martin said the GAIU local is the only one left at the plant since Litton destroyed, one by one, four other unions after it bought the plant in 1965. The company's methods included instigation of decertification campaigns and large-scale transfers of work to open shop states.

Martin said none of "the besieged and frightened employees" targeted by the current decertification drive at the plant dared to come and testify at the hearing. He said they feared company reprisals despite NLRB protective orders.

The cynical, calculated way in which Litton and other companies abuse labor laws to thwart their employees' rights, chalking up the small penalties as just another cost of doing business, recently brought a strong reaction from AFL-CIO President Lane Kirkland.

Calling federal labor laws "a set of shackles around us," Kirkland said, "I have slowly come to the conviction that we might be better off if we deregulated labor legislation—just simply did away with the NLRB, did away with the Taft-Hartley Act, did away with all of it."

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Vol. 28, No. 18 SATURDAY, MAY 7, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
American Federation of Labor and Congress of Industrial Organizations

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LEGISLATIVE ALERT!

Congress Is Moving Fast on Key Labor Issues

NEW SENATE HEALTH CARE BILL

Sen. Edward Kennedy (D-MA) and six other members of the Senate Labor Committee have introduced S. 1154 to provide health care for the unemployed. This bill is equivalent to H.R. 2552 by Rep. Henry Waxman (D-CA). **Urge your Senators to cosponsor S. 1154, with improvements as outlined in the April 25 Alert!**

BILL WOULD PROVIDE PLANT CLOSING PROTECTIONS

Maine and Wisconsin have passed legislation to require employers who plan to close plants to give advance notice to the workers. Rep. William Ford (D-MI) has introduced H.R. 2847 to provide such protections nationwide.

The bill also would require employers to provide transfer rights, relocation expenses, severance pay, and other protections to those laid off, and would improve training programs for displaced workers. The AFL-CIO testified in support of this kind of legislation.

Urge your Representative to cosponsor and support H.R. 2847.

REAGAN PUSHES TUITION TAX CREDITS

The "favor the rich" crowd is at it again with a new bill, S. 528, which would provide tax credits for those who send their children to private schools. The credit -- up to $300 per year --would cost the Treasury hundreds of millions of dollars, increasing pressure to cut funding for public schools. And $300 per pupil is more than the federal government provides for public schools in 32 states.

Urge your Senators to oppose S. 528.

BANKRUPTCY BILLS CLEAR SENATE

The Senate approved legislation that could make it difficult for long-term jobless and others hard-pressed by the recession to declare bankruptcy.

The Senate Bill is somewhat less retrictive than the credit industry proposal; further improvement is necessary in the House. **Urge your Representative to support H.R. 1147.**

IMMIGRATION BILLS MOVING; SENATE BEGINS DEBATE

The Senate began debate on immigration reform legislation on April 28, to be resumed after completion of the budget. The House Judiciary Committee reported its bill May 5. **Urge your Representative to approve improving amendments to H.R. 1510 as outlined in the March 14 issue of the Alert!**

PUBLIC WORKS JOBS BILL MOVING

The AFL-CIO testified in support of H.R. 2544, which would provide $4 billion for public works repair. This bill would begin to rebuild our decaying highways, bridges, rail systems, urban transit systems, ports, inland waterways, and dams, and would restore hundreds of thousands of jobs. **Urge your Representative to cosponsor and support H.R. 2544.**

"ENTERPRISE ZONES" WOULD COST JOBS

The Reagan Administration's so-called enterprise zone legislation for depressed urban areas would not create additional jobs as claimed, but would create tax incentives to shut down or relocate plants, the AFL-CIO told the Senate Finance Committee. The way to revitalize distressed areas is through direct reindustrialization programs, not through ever-greater business tax cuts.

Urge your Senators to oppose S. 863 and any other so-called "enterprise zone" bills.

New Bill Would Save U.S. Jobs and Protect Caribbean Workers

For more than a year the AFL-CIO has fought against passage of the Reagan Caribbean Basin legislation, because it would cause the loss of tens of thousands of U.S. jobs and would encourage multinational corporations to exploit cheap Caribbean labor.

An alternative Caribbean Basin bill has been introduced in Congress by Rep. Richard Gephardt (D-MO). His bill, H.R. 2819, will provide stimulus to the economies of Caribbean nations, while American industries, already reeling from unrestrained imports, would be protected against new threats from the Caribbean. And the Caribbean nations would have to guarantee their workers basic human rights, workplace safety protections, and collective bargaining rights.

WHAT YOU CAN DO: Urge your Representative to cosponsor and support H.R. 2819. And ask your Representative and Senators to oppose the anti-worker Reagan CBI bill. Particularly important are members of the House Ways and Means Committee, listed at right.

HOUSE WAYS AND MEANS COMMITTEE

Democrats		Republicans
*Rostenkowski (IL)	*Fowler (GA)	*Conable (NY)
**Gibbons (FL)	Guarini (NJ)	Duncan (TN)
*Pickle (TX)	Shannon (MA)	*Archer (TX)
*Rangel (NY)	Russo (IL)	*Vander Jagt (MI)
Stark (CA)	Pease (OH)	*Crane (IL)
Jones (OK)	Hance (TX)	*Frenzel (MN)
Jacobs (IN)	Matsui (CA)	Martin (NC)
Ford (TN)	*Anthony (AR)	Schulze (PA)
Jenkins (GA)	Flippo (AL)	*Gradison (OH)
Gephardt (MO)	Dorgan (ND)	*Moore (LA)
*Downey (NY)	Kennelly (CT)	*Campbell (SC)
Heftel (HI)		Thomas (CA)

*Cosponsor, Reagan Job-Export CBI bill
**Principal sponsor, Reagan bill

	AFL-CIO-endorsed Caribbean Workers' Aid Bill H.R. 2819 (Gephardt, D-MO)	vs. Reagan Job-Export Caribbean Basin Initiative H.R. 2769 (Gibbons, D-FL)
Targeting benefits toward Caribbean nations	To ensure that Caribbean countries really benefit from this bill, strong, self-sufficient trading nations elsewhere in the world will be phased out from duty-free privileges they currently enjoy under other laws. Taiwan, Korea, Hong Kong, Mexico, and Brazil in 1983; other countries later. This also helps to relieve pressure on U.S. markets.	No such provision. Competing nations that already are strong in world trade would continue to enjoy special duty-free U.S. trade privileges, diluting any benefit to Caribbean nations.
Eligibility requirements	(1) Eligible nations must guarantee **human rights,** including freedom of speech, press, religion, and assembly. (2) Eligible nations must provide **workplace safety and health standards, collective bargaining and organizing rights.** (3) Eligible nations may not participate in OPEC-like cartels that disrupt the world economy. **The President must receive majority votes in the House and Senate to waive the above requirements.**	(1) No human rights standards (2) Weak, easily waived worker safety and collective bargaining standards. (3) No anti-cartel provision. **President would have complete authority to provide trade privileges to any nation he chose; no Congressional oversight authority.**
Other factors	(1) Eligible nations must work with the United States to prevent the export of narcotic drugs to the U.S. (2) Eligible nations must not aid, abet, or grant sancturary to international terrorists.	No such requirements.
Exempted import-sensitive products	Not duty-free are: (1) Textiles, apparel, footwear, luggage, petroleum products, tuna, (2) Import-sensitive manufactured products, including watches, electronics, certain types of steel and glass products, (3) Products already limited by bilateral agreements between the U.S. and other nations, and products found under U.S. trade laws to be suffering from unfair trade practices.	Only products listed under (1) are exempted. Other products would receive duty-free access to U.S.
Local content requirements	To prevent multinational corporations from funneling their products throught the Caribbean to take advantage of U.S. duty-free privileges, 35 percent of the value of the product must be produced in the Caribbean beneficiary country (50 percent after Sept. 30, 1985). This value must be produced in a single country, not any combination of 28 Caribbean nations, and U.S. materials do not count towards the 35 percent.	35 percent value produced in any combination of 28 Caribbean beneficiary nations. No upgrading to 50 percent. U.S. content may count 15 percent, leaving only 20 percent Caribbean content. Multinational corporations could derive all the benefits of duty-free access while Caribbean workers would do only 20 percent of the work.

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SATURDAY
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The American Federationist

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Jailed for striking

Gary Greene, right, a former Air Traffic Controller, gets encouragement from a supporter outside the federal courthouse in Fort Worth, Tex., as he reports to begin a 90-day sentence on a felony conviction for the 1981 PATCO strike. The AFL-CIO condemned "the vindictiveness displayed by the jailing" of the local union leader "whose only 'crime' was being a leader of workers he represented." Former PATCO members have suffered enough, the federation said, calling for a time for "healing and compassion" and stressing that the "national conscience and the air-traveling public would be better served if these highly skilled professionals were permitted to return to work rather than sent to jail." Three other former PATCO members are also facing jail terms.

Labor Board votes to undercut power of general counsel

By David L. Perlman

The Republican majority on the National Labor Relations Board has voted to downgrade the responsibilities of the agency's independent general counsel and shift major enforcement powers to its new solicitor, an alumnus of the anti-union Right to Work Legal Defense Foundation.

The new policy, adopted by the NLRB at the urging of its chairman, Donald Dotson, substantially lessens the role of NLRB General Counsel William A. Lubbers, who is in the final year of his statutory four-year term. The general counsel is the only NLRB official other than the five board members who is appointed by the President and subject to confirmation by the Senate.

Under the new policy, the general counsel's long-established authority over enforcement litigation and over the staff of the enforcement division's appellate court branch is transferred to the solicitor.

Anti-labor background

Hugh Reilly, the recently appointed NLRB solicitor, came to the Reagan Administration from the staff of the right to work foundation, which specializes in harassment suits against unions and uses virulent anti-labor propaganda in its fund-raising. **(See editorial, Page 15.)**

Reilly went from the National Right to Work Legal Defense Foundation to the Labor Dept. when the Reagan administration took office. He served as executive assistant to Dotson, who was assistant secretary of labor for labor-management relations before being named NLRB chairman.

Dotson's own background has been as a management lawyer and, when he was appointed to head the NLRB, AFL-CIO President Lane Kirkland expressed "grave reservations" about the choice of a management partisan to protect workers' rights.

In a letter to Senate Labor Committee Chairman Orrin G. Hatch (R-Utah), Kirkland warned earlier this year that the Administration's policy of packing the NLRB on ideological lines raises doubts as to the labor board's concern for protecting the rights of workers under the National Labor Relations Act.

Another Reagan appointee to the NLRB, Robert Hunter, as a Senate staffer had been a strategist for the filibuster that blocked labor law reform, Kirkland noted. He described Reagan's choices for the NLRB as "rewards by the Administration to the reactionary businessmen and to the far right wing that the Administration delights to serve.".

Split vote

The NLRB vote to shift authority from the general counsel to the solicitor was reported as 3-1.

Voting with Dotson were Hunter and Howard Jenkins, a holdover Republican who is the senior member of the board. Voting against the move was Don A. Zimmerman, an independent appointed by President Carter after having served as counsel to Republican members of the Senate Labor Committee. The newest board member, Patricia Diaz Dennis, was not sworn in until the day after the vote.

The general counsel has statutory authority over issuance of unfair labor practice complaints and over NLRB field offices.

House approves aid plan for jobless homeowners

The House voted 216-196 approval of a labor-urged federal loan program to help unemployed homeowners avoid foreclosure when they can't meet mortgage payments.

Passage came after a bruising partisan battle in which Republicans sought unsuccessfully to substitute a no-cost bank deregulation measure that would have only a fringe impact on foreclosures.

In the end, the enlarged Democratic majority in this Congress prevailed against the conservative coalition that sought to block the bill. Voting for passage were 210 Democrats and six Republicans; opposed were 155 Republicans and 41 Democrats.

The bill now goes to the Senate, where a somewhat different federal loan guarantee program has been proposed with bipartisan sponsorship as part of a housing authorization bill now in the final stages of committee action.

At Senate hearings earlier this month, AFL-CIO Housing Director Henry B. Schechter welcomed the sponsorship of the measure by Senators John Heinz (R-Pa.) and Donald W. Riegle, Jr. (D-Mich.), while urging specific changes to make the legislation more effective.

In the House, Rep. Henry B. Gonzalez (D-Tex.) steered the mortgage relief bill to passage, incorporating various amendments to broaden support but keeping the key provisions intact.

$760 million for loans

The bill authorizes $760 million in loans to homeowners who are involuntarily unemployed, are threatened with foreclosure, and are considered to be good risks for repayment of the loan when economic conditions improve.

In effect, the government loan would be a second mortgage with interest rates tied to Treasury bonds, but not exceeding 10 percent.

The program would be triggered nationally on the basis of mortgage delinquency rates compiled by the Federal Home Loan Bank Board and could remain in effect regionally if the national program triggered off. Present delinquency rates are substantially above the bill's trigger point.

Families whose incomes over the past three years had averaged more than $20,000 would have to meet an assets test that the bill's supporters considered reasonable.

The legislation would also require banks or other institutions holding mortgages to

Continued on Page 3

Recovery's pace too slow to cut unemployment

Unemployment remains at "cruel and unacceptably high" levels despite some encouraging signs in the government's report that the nation's jobless rate edged slightly downward in April to 10.2 percent, the AFL-CIO declared.

"The economic recovery is proceeding too slowly to offer solace to the 11.3 million Americans still officially counted as jobless," a federation statement warned. "There is little hope in these statistics that excessively high unemployment will end soon."

The April jobless rate for the civilian workforce fell a statistically negligible

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Unions urge summit nations to take job-creating action

By James M. Shevis

Trade union leaders from the free industrialized world warned that rapid exchange rate fluctuations and high unemployment threaten to choke off the fragile economic recovery in the West.

"Signs of an upturn in certain countries, and especially in the United States, should not be interpreted as the automatic recovery which has been now promised for four years as a result of the goverments' tight policies," the Trade Union Advisory Committee to the Organization for Economic Cooperation & Development cautioned. A memorandum outlining the TUAC position and recommendations will be submitted to the seven-nation economic summit scheduled later this month in Williamsburg, Va.

"Unless sustained and diversified measures are taken by all OECD countries, the small hopes of spring will turn into a bitter autumn of disappointment," the TUAC statement declared.

AFL-CIO President Lane Kirkland, a TUAC vice president, told a press conference at federation headquarters on May 12 that the labor advisory panel's key recommendation is for all industrialized nations in the free world to make full employment the goal of their economic policies to bring down the appallingly high rates of joblessness in the West.

"Only a dramatic, coordinated change in policy by all the OECD countries working together can prevent the further rise of world unemployment to the level of 40 million persons," Kirkland warned.

Stability in the international monetary system is indispensable for a climate where productive long-term investments can be

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MEMO FROM COPE

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The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

5/14/83

Carrying labor's message

Parade through downtown Birmingham, Ala., carried a union label, American-made message to a rally sponsored by the city's Central Labor Council. Speakers, among those shown carrying the banner, included Mine Workers President Rich Trumka, Kenneth Young, executive assistant to AFL-CIO President Lane Kirkland, and Steelworkers Vice President Leon Lynch. More than 2,000 trade unionists marched to protest job-gutting imports.

Anti-dumping duties sought on TV imports

A labor-industry group has petitioned the government to assess anti-dumping duties of over 40 percent on color televisions imported from Taiwan and Korea.

The 11 unions and four firms that form COMPACT, the Committee to Preserve American Color Television, charged that imported color TV sets are sold in the United States at prices well below the market cost in Taiwan and Korea.

COMPACT, in a petition filed with the Commerce Dept. and the International Trade Commission, said the two countries took 9 to 10 percent of the U.S. market last year and warned that their share could reach 13 to 14 percent this year.

Electrical, Radio & Machine Workers President William H. Bywater, COMPACT co-chairman, stressed at a press conference that if government fails to act, "you can kiss the consumer electronics industry in this country goodbye forever."

Jobs tied to color TV manufacturing have dropped from 105,000 to under 45,000 in the past decade, with just 18,000 left in direct manufacturing, he said.

In the first two months of 1982, imports of color TV sets from Taiwan doubled over the same period a year earlier while those from Korea were up by 76 percent.

A COMPACT spokesman noted Korea is selling its color TV sets in the U.S. market at prices up to 40 percent less than in Korea, while Taiwan's prices here are up to 60 percent less than in Taiwan.

Unions involved

Unions in COMPACT besides the IUE are the Allied Industrial Workers, Flint Glass Workers, Steelworkers, Furniture Workers, Communications Workers, AFL-CIO Industrial Union Dept., Machinists, International Brotherhood of Electrical Workers, Independent Radionic Workers of America, and the Glass Bottle Blowers Association. The firms involved include Corning Glass Works, Well-Gardner Electronics Corp., Owens-Illinois, Inc., and Sprague Electric Co.

The petition by COMPACT is one of several actions taken by the group against imported color TV sets. A federal appeals court last week upheld the Commerce Department's 1980 settlement of dumping charges against 22 importers of Japanese television sets.

COMPACT had charged that the Secretary of Commerce exceeded his authority by settling for "10 cents on a dollar" in assessing charges of $77 million.

COMPACT attorney Paul P. Cullen said the decision of the court will "permit the Secretary of Commerce to circumvent the elaborate procedural safeguards of the 1979 act and to compromise anti-dumping duties without so much as consulting with an injured domestic industry or its workers." He indicated the group would seek Supreme Court review.

Domestic content measure pressed at House hearing

Union witnesses completed the presentation of labor's case for a domestic content requirement for automobiles sold in the United States, and the AFL-CIO pressed for early action by Congress.

Enactment of the labor-supported measure would send a strong ripple of recovery through the economy, AFL-CIO Legislative Rep. Stephen Koplan stressed to a House Commerce subcommittee considering the measure.

The labor-backed bill would affect firms selling more than 100,000 vehicles a year in the U.S. market. At that level, at least 10 percent of the value of the car would have to come from U.S.-made products or labor. Firms selling more than 900,000 vehicles would have to meet a 90 percent domestic content requirement.

Top officers of the Auto Workers—the union whose members are most directly affected—opened the case for the legislation last month.

Final hearings were held May 6, after the Industrial Union Dept.'s legislative conference. President William H. Bywater of the Electrical, Radio & Machine Workers, Sec.-Treas. Jack Sheinkman of the Clothing & Textile Workers and IUD Sec.-Treas. Elmer Chatak concluded the trade union presentation.

The AFL-CIO and the IUD testimony noted the key role the auto industry holds in the U.S. economy and the broad range of supplier industries that depend on its prosperity—from steel, tire, aluminum and glass to textiles for car interiors.

Since 1978, more than 325,000 automobile workers and some 770,000 workers in supplier industries have been thrown out of work, Koplan said.

Chatak, testifying for IUD President Howard Samuel, said the legislation is needed because the government has not been able to restrain imports effectively or to persuade the Japanese to shift significant levels of auto manufacturing to the United States.

Sheinkman and Bywater cited specific examples of the ripple effect of auto imports on U.S. employment.

Employment slump

Over the past five years, Bywater testified, the number of IUE members employed in auto-related production has slumped from 60,000 to 41,500.

He cited as an example the Youngstown-Warren area of Ohio, where "thousands of IUE members who manufacture automotive wiring harnesses are laid off. They have been forced to look for other work in a community already suffering from large-scale job losses due to plant closings in the steel industry" and with an unemployment rate over 20 percent.

Sheinkman spoke of the decline of supplier firms such as Allen Industries in Herrin, Ill. "The only product made there is soundproofing panels for automobiles," he testified. "In 1978, there were 660 employees. Mainly as a result of auto imports, fewer than 300 are still working there." The area's jobless rate is 21.2 percent.

Koplan's earlier testimony for the AFL-CIO noted the domestic content requirement would also apply to U.S. manufacturers who use foreign components. Without such a standard, he cautioned, parts production will continue to be shifted overseas and the United States will increasingly become "a mere assembler of foreign-made parts."

6 unions bargain contract gains at Disney World

Lake Buena Vista, Fla.—Members of six service trades unions at Walt Disney World have approved a new contract that will raise wages an average of 21 percent over the next 30 months.

The agreement between the park and the unions bargaining as the Service Trades Council covers about 8,000 workers in food service, custodial, hotel and other service jobs. It expires Oct. 30, 1985.

Unions participating in the joint bargaining were the Food & Commercial Workers, the Hotel Employees & Restaurant Employees, the Railway & Airline Clerks, the Service Employees, the Theatrical Stage Employes and the unaffiliated Teamsters.

All bargaining unit members will get an immediate raise of 65 cents an hour and an additional 55 cents on July 29, 1984.

Higher gains will be earned immediately by food service warehouse workers who have been shifted into the jurisdiction of the Craft Trades Council where they will get increases ranging from $1.12 to $1.91 an hour.

Auto mechanics at Disney World gas stations will also be shifted into the crafts council where top pay for the mechanics will go from $8 to $11.40 an hour. The crafts council already represents other warehouse and vehicle maintenance workers.

Improvements were also made in vacation, pension benefits, meal allowances and seniority protections.

Metal Polishers delegates adopt per capita rise

Louisville, Ky.—Delegates to the Metal Polishers' 31st triennial convention approved a $2 rise in per capita payments and voted to lengthen the terms of top officers from three to four years.

The convention's action raises per capita payments to $6 a month, with 55 cents going to the defense fund and 25 cents to the convention fund. The increase, which goes into effect next July 1, is the first in six years, said Jim Siebert, who was reelected to his seventh term as president-secretary-treasurer.

Glenn L. Holt was re-elected vice president. Newly elected members of the executive board are Fred Brown of Grand Rapids, Mich., and Leo Bland of St. Louis.

The 53 delegates also approved a quadrennial convention schedule, instead of convening every three years. The next convention will be in April 1987.

Guest speakers included Leonard S. Smith, Kentucky State AFL-CIO executive vice president and Jerome L. Tucker, president of the Greater Louisville AFL-CIO.

Collins appointed to Region VI post

AFL-CIO Field Rep. Edward J. Collins has been named assistant director of the federation's Region VI. Collins has been on the AFL-CIO field staff since 1980. He is a former president of Service Employees Local 250 in the San Francisco Bay area.

The region comprises Alaska, Arizona, California, Hawaii, Idaho, Nevada, Oregon, Utah and Washington.

A healthy influence

The AFL-CIO tops the list of independent public interest organizations recognized as having the most influence on U.S. health policy in the 1970s.

According to a two-year study by University of Chicago sociologists, only the American Medical Association and the American Hospital Association ranked higher among non-governmental groups in perceived influence. The AMA ranked highest of all in influence in a field of 164 organizations, most of which were federal agencies and House and Senate committees with power over health financing, as well as health-related trade and professional associations and disease research and prevention groups. The Auto Workers ranked fifth highest of the non-government, non-health-related institutions in influence.

The researchers, headed by Dr. Edward O. Lauman, chairman of the university's department of sociology, measured influence on health policy between 1971 and 1980. The study included a computer search of name mentions in newspapers and news magazines, major health-related Congressional testimony, participation in legal cases, lists of groups lobbying on health issues and nominations by a panel of health experts.

Funding for Medicare and Medicaid, national health insurance and health planning were tapped as the key health care issues of the 1970s by the researchers, who based the rankings on interviews with representatives of the influential organizations.

Equity in paychecks cited by Donahue as 'bedrock' labor issue

By Susan Dunlop

Equity in the workplace for women and minorities is a "bedrock issue" of organized labor that can be advanced through collective bargaining, AFL-CIO Sec.-Treas. Thomas R. Donahue told the National Committee on Pay Equity.

The labor movement, he stressed, is "literally in the business of assuring people fair and equitable treatment in the workplace."

Donahue said the history of collective bargaining is filled with examples of workers using "the power of their unions" to fight "the particular injustices practiced against women and minorities."

Organized labor did not survive its first century "by resting on its laurels at any time, and we have no plans to do so now," he said.

The one-day conference organized by unions participating in the national committee drew about 40 officers and staff members concerned with pay equity issues from the AFL-CIO, its constitutional departments and affiliated unions.

Comparable pay

The committee of unions and organizations concerned with women's rights and civil rights promotes the issue of comparable pay for work of comparable value, including re-evaluation and upgrading of jobs which have been undervalued and underpaid in the marketplace because they traditionally have been filled by women.

Donahue emphasized the importance of the alliance between labor organizations and groups concerned with the rights of women and minorities, and he praised the Coalition of Labor Union Women for its active participation on the committee and for its work with affiliated unions.

There is a newfound interest in the concept of equal pay for work of comparable value among the media, business and the academic community, but it is "far from a new topic for organized labor," Donahue pointed out.

A history of efforts

As early as 1883, the newly formed federation was publicly on record for pay equity, he noted. And delegates to the 1979 and 1981 AFL-CIO conventions endorsed strong resolutions favoring bargaining for pay equity, upgrading of undervalued jobs and an end to sex stereotyping of jobs in hiring and pay.

Donahue told the conference that while bargaining is labor's key strategy, the resolution also advocated other action including grievance filing, civil rights lawsuits, pushing for enforcement of existing laws, organizing, education of members and political action.

A combination of strategies aimed at achieving equity are needed, he said, to meet the resistance put up by employers who see the concept as "a major threat to their access to vast supplies of cheap, docile, easily exploited labor."

Donahue charged that employers have "deliberately and systematically" undervalued jobs traditionally held by women. He pointed out that opponents of pay equity who argue that "the marketplace" should be allowed to set the value of jobs cannot explain why over 80 percent of all women workers are crowded into only about 20 job classifications which happen to be among the lowest paying in American society.

Faulty theories

Donahue told the conference that organized labor rejects those explanations for pay inequities based on the faulty theories that women do not have training, skills or experience to move into higher paying jobs, or that women only work for "pin money," and that they are transients in the workforce because they leave to raise children.

In fact, he pointed out, figures from the Bureau of Labor Statistics show that in 1981, female college graduates earned less on average than male high school dropouts. About 51 percent of all women 16 years of age or older work today, making up about 43 percent of the workforce, Donahue said. BLS figures also show that over the last 10 years, women accounted for more than 60 percent of the increase in the workforce and nearly half of that increase was among women 25 to 34.

Divided work force

"The pattern is clear." Donahue said, "women are almost exclusively being hired to do a restricted number of jobs, so competition does indeed help to keep wages low. We are then told by management that the pay for those jobs is low because their value is low, when the fact is that our society has divided work into 'men's' and 'women's' work and has consistently set lower values on women's jobs precisely because women do them."

Donahue also stressed that organized labor disagrees with theories that the introduction of new technology into the workplace "must be followed by the devaluation of jobs" or reductions in the workforce. Such jobs are likely to require more education, more ability to make decisions without supervision and generate greater job stress, Donahue observed.

Unions are the "most powerful force" workers have to "assure themselves a hand in controlling the pace and direction of technological change in their workplaces and in assuring some distribution of its benefits," he contended.

TUAC officers Houthuys, Tapiola, and Kirkland at the labor advisory panel's pre-summit economic meeting at AFL-CIO headquarters.

Unions press summit nations to adopt job-creating policies

Continued from Page 1

made and open, multilateral trade expanded, he said, stressing that the floating exchange rate system as it is now has not worked.

"We believe that the exchange rate problem is a significant and major problem facing the world economy. It is a contributing factor in all the problems we face," Kirkland said.

"The International Monetary Fund has to regain effective surveillance of exchange rates and conditions in exchange markets."

Also taking part in the press conference were TUAC Gen. Sec. Kari Tapiola, Vice President Geoffrey Houthuys, and more than a score of labor leaders from Canada, France, Germany, Britain, Italy, Japan, and the United States as well as representatives of the two Brussels-based international labor organizations, the world Confederation of Labor and the International Confederation of Free Trade Unions.

On May 13, following a luncheon given by Sec. of State George P. Shultz, a TUAC delegation was scheduled to present labor's recommendations on sustaining a non-inflationary, full-employment recovery to President Reagan at a White House meeting.

Third World trade

A sustained economic recovery with full employment must be the basic aim of policy in all 24 OECD countries, the trade union statement stressed. And this goal must be pursued with respect to world interdependence, it said.

"In today's circumstances, individual countries which attempt to force their way to economic and employment growth meet formidable obstacles," the TUAC statement observed.

"The reluctance of one or several countries to join in action for a recovery is a heavy constraint on all others."

Coordinated action is the safest and least costly way to recovery, the statement noted: "Making positive use of the interdependence of the OECD economies, as well as that of the industrialized democracies and the developing world, will maximize the benefits for all."

The advisory panel's major recommendations include:

- Adoption of a monetary and fiscal policy which, together with labor market and employment policies, can immediately halt the rise of unemployment and start bringing it down. International agreement on the reduction in real interest rates is another essential element in a strategy of recovery.
- A targeted stimulation of public and private investments so that an increase in consumption and economic activity will make a reconstruction program firmly based.
- Governments must cease to seek a recovery through deflation, lower wages, and a dismantling of the social safety net.

"Real structural change which benefits the economy requires more than relying upon the market forces only. It will not take place through unemployment or through a polarization and a further segmentation of the labor market."

- Free collective bargaining and cooperation with trade unions are essential and integral in achieving recovery.

Jobs are the key

- Full employment and an improvement in labor standards must be recognized as a necessary condition for a properly functioning, open trading system. "Competitiveness must not be sought through unemployment and cuts in wages and living standards. Effective measures for trade liberalization are fruitless unless trade flows are translated into a net increase in jobs and productive economic activity in all trading partners."
- Trade between OECD countries and the developing world should be made into "an engine of growth." Creating and strengthening viable economic and social structures in the developing world should be promoted by making use of the idle human and productive capacities in the industrialized countries.
- Speculation in the world economy must be "starkly" reduced. "It has now become more profitable to invest in money than with money. In addition to exchange rate stability and policies for economic growth and employment to foster trade, this calls for strengthening the rules and regulations on the behavior of multinational enterprises."
- Falling oil prices must not lead to further complacency in energy policies. Rather, conservation projects and programs for alternative energy sources should be intensified, the TUAC document observed.

House votes mortgage aid for jobless

Continued from Page 1

notify eligible howeowners of the availability of the government program 30 days prior to instituting foreclosure proceedings. It precludes foreclosure until the individual waives the right to participate in the program or the Dept. of Housing & Urban Development rejects the application for assistance. HUD would be required to approve or reject an application in 45 days.

A key criterion would be a determination by HUD that there is a reasonable prospect that the homeowner will be able to resume full mortgage payments within three years. Sponsors estimate that about 76,000 homeowners would be helped by the legislation. Last year, 187,000 homes were lost to foreclosure—the highest toll since the Depression.

The House failed to include a parallel program to assist renters facing eviction, as the AFL-CIO had urged. It did, however, incorporate in the bill a separate $100 million program of grants to provide shelter and essential services for persons facing life-threatening situations because of lack of housing.

Another section of the bill requires the Agriculture Dept. to grant a moratorium on payment of Farmers Home Administration loans that otherwise would result in foreclosure.

The thread running through the arguments of the bill's opponents was that economic conditions are getting better and a mortgage relief program isn't "cost-effective."

In a letter urging support for the legislation, AFL-CIO Legislative Director Ray Denison warned that "the rise in defaults and foreclosures is continuing" and the need for remedial action "is strong and it is urgent."

Pilots to vote on Eastern accord

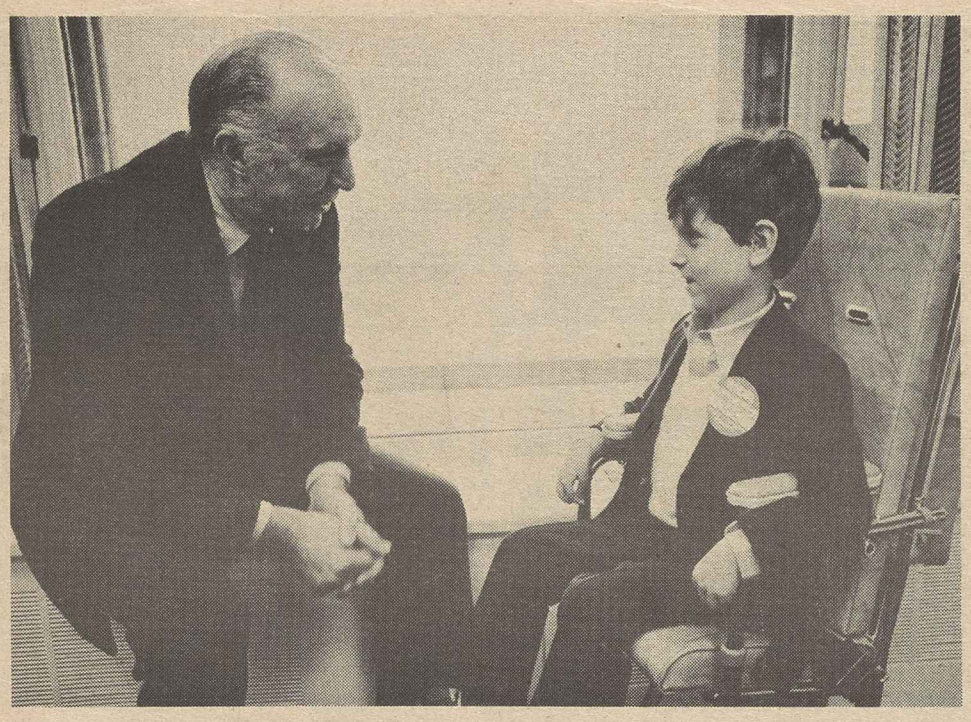
Eastern Airlines' 4,200 pilots will own a piece of the company and be given representation on its board of directors under a settlement that is being submitted to union members for ratification.

The Air Line Pilots council which bargains with Eastern has recommended approval of contract concessions over a two-year period to help the deficit-burdened carrier stay in business.

Details of the agreement were not immediately available. But the union confirmed that members will receive company securities in exchange for deferral of a portion of their pay.

The ALPA negotiators also agreed to a temporary curtailment of vacation time, for 1983 and 1984, along with a rise from 80 to 85 hours in monthly flying time for pilots.

Last year, Eastern had a net loss of $74.9 million and it reported a first quarter loss of $60.7 million this year. The negotiators heard a report from banks that have made major loans to Eastern during the negotiations.



Small talk

Christopher Rush, 1983 National Poster Child for the Muscular Dystrophy Association campaign, visits AFL-CIO Sec.-Treas. Thomas R. Donahue at the federation's headquarters. The 6-year-old victim of a neuromuscular disease appears on broadcasts promoting the annual Jerry Lewis Labor Day Telethon, which raises funds for MDA research and aid to patients.

Clothing-Textile union adopts plan to aid jobless members

New York—The Clothing & Textile Workers are gearing up to provide technical assistance, resource materials and emergency aid to thousands of members affected by layoffs and plant closings.

The ACTWU executive board unanimously adopted a resolution authorizing the program and called on "all regional, joint board and local affiliates, wherever possible, to establish comprehensive local ACTWU programs for unemployed members."

The union's general officers—President Murray H. Finley, Sec.-Treas. Jack Sheinkman and Executive Vice President Scott M. Hoyman—said in a statement that the union had worked hard "to preserve the jobs of members and the viability of the industries in which they work," but still could not combat the impact of "low-wage imports, the Reagan Recession, plant closings and an overall depressed economy."

ACTWU Vice President Joyce D. Miller is director of the program which will be funded through contributions from joint boards, working members and staffers, health and welfare funds, special fund-raising activities and, wherever possible, matching funds from employers.

Local and regional coordinators will advise jobless members about the availability of community resources, credit counseling and how to develop job-seeking skills.

The program grows out of recommendations by a special executive board committee named in January to study the impact of unemployment on ACTWU members.

The committee pointed out that many members have exhausted their severance and vacation pay and their unemployment and extended benefits—and still have not found work. It also warned that the health of jobless members is endangered by stress at a time when their life and health insurance coverage has ended.

The board resolution listed several locals that have programs aiding jobless members, including one in Los Angeles where retired members run a food bank and one in Troy, N.Y., where a retraining program is in operation. Many locals have sponsored informational meetings where government and social services representatives inform members of their rights and of benefits available to them.

Inspections questioned

OSHA tally branded 'public relations ploy'

By Arlee C. Green

The Occupational Safety & Health Administration has engaged in a "public relations ploy" to misrepresent OSHA's enforcement efforts, AFL-CIO industrial hygienist Margaret Seminario charged in citing a recent OSHA press release that showed 1982 inspections are comparable to those under the Carter Administration.

OSHA Administrator Thorne G. Auchter claimed the agency carried out 63,914 inspections in 1982 and is "meeting its mandate of protecting the safety and health of workers while carrying on President Reagan's regulatory reform program."

Seminario, however, said the number of on-site, walk-through inspections was only 54,303 in 1982, with the remainder of Auchter's 63,914 figure being "paper" inspections, where inspectors check only the company's safety and health records. By OSHA's own directive, she said, citations cannot be issued on paper inspections.

The 54,303 walk-hrough inspections are 17 percent fewer than the 64,876 inspections done in the last year of the Carter Administration. And the number of workers covered by walk-through inspections also declined by 40 percent from 3.7 million workers to 2.2 million in 1982.

Seminario charged that OSHA's enforcement responsibilities have been seriously curtailed under the Reagan Administration. Inspectors are now less likely to issue citations and those they do issue fall primarily in the "other than serious" category, the mildest type of citation.

Citations drop

The number of "willful" citations are down by 91 percent from fiscal year 1980 to 1982 and the "repeat" citations are down by 65 percent.

Auchter stressed in his statement that the agency's new policy is to target its general schedule inspections in the high-hazard industries and to do "quality," rather than quantity, inspections.

But Seminario, in questioning the agency's effectiveness, noted that the number of citations are down substantially even while OSHA claims to be doing more thorough inspections in targeted, high-hazard industries.

She cited the construction industry where OSHA did 10.3 percent more inspections in 1982, compared to 1980, and yet the number of violations in excavation are down 27 percent, scaffolding down 21 percent, and in trenching down 16 percent from just two years earlier.

Seminario said OSHA's amicable relationship with employers is also reflected in other inspection figures. The number of agency citations that were contested by industry declined from 7,077, which was 20 percent of the total issued in 1980, to 1,212, or just 4 percent in 1982. The number of follow-up inspections also dropped from 11,483 in 1980 to just 1,426 in 1982.

OSHA said this reduction was planned because experience showed 99 percent of follow-up inspections turned up no "failure to correct" violation.

Seminario said the agency is playing "the numbers game" as it uses the "paper" inspections in its total number of inspections, and yet it excludes that figure when determining the percentage of citations issued.

Garvey wins vote of support from NFL player reps

Port St. Lucie, Fla.—Ed Garvey, executive director of the National Football League Players Association, received a strong vote of confidence from the union's board of player representatives. The vote to retain Garvey, who has held the key NFLPA post for 12 years, was 20 to 7 with one representative absent.

The governing body of the 1,500-member union also approved the union's budget for the coming year, developed a careers program for players, and spelled out policies for full implementation of the current contract with the league. The five-year, multi-million dollar agreement went into effect last fall after a 57-day strike.

In other action during the four-day session, the board certified sports agents who represent NFL players—other than rookies—in dealings with team owners and established fee schedules for agents to protect players from overcharges.

In commenting on the vote of confidence, NFLPA President Gene Upshaw praised Garvey's leadership and service to the union over the past 12 years.

Garvey continues as president of the Federation of Professional Athletes, the NFLPA's parent organization.

Luxury living rare among performing artists

An extensive study of the working lives of professional performers explodes the myth of the wealthy entertainer basking by an oversized swimming pool or preening in the luxury of expensive cars and lavish wardrobes.

"Some performers — actors, singers, dancers, broadcasters and musicians—do, indeed, have these things," the report observed. "Most do not."

The survey of 7,870 entertainers belonging to one or another of the five performing arts unions affiliated with the AFL-CIO Dept. for Professional Employees found that performers earn less than other professionals and experience far greater unemployment than the rest of the nation's workforce.

The report was released by the Labor Institute for Human Enrichment, an adjunct of DPE.

Conducted with funding from the Labor Dept., the National Endowment for the Arts and the Ford Foundation, the study examined the economic lives of dancers, singers, actors, musicians, and broadcast announcers. Replies to mail questionnaires and telephone interviews found that the jobs of performing artists tend to be more intermittent than those of other working people; their periods without work are more numerous and longer lasting, and their pay is well below that of other professionals and other American workers.

Performers surveyed by an independent team of Washington economists were from Actors' Equity, the Musicians, the Federation of Television & Radio Artists, Guild of Musical Artists and the Screen Actors Guild.

"The data indicate that a successful career in the performing arts requires considerable versatility to move from one artistic discipline to another and, often, from a job as a performer to a job outside the profession which helps the artist 'subsist' while waiting for another opportunity as a performer," the report said.

Strong commitment

But despite the bleak employment picture, the surplus of job applicants, the lack of job security, and the uncertainty of financial reward, "the unionized performers that were questioned remain strongly committed to their profession as their major occupation and source of income," the report observed.

Some highlights of the report:

- Performing artists are much more prone to unemployment than other members of the workforce. In 1980, 76 percent of professional dancers, 67 percent of actors, 61 percent of singers, 35 percent of musicians, and 21 percent of performers in broadcasting occupations experienced some unemployment that year, compared to 18 percent in the rest of the workforce.
- While 15 percent of all unemployed workers in the U.S. labor force had three or more jobless periods in 1980, more than 34 percent of performing artists had three or more jobless spells.
- When comparing 1980 median income of male and female performers with that of other male and female professionals, it is clear that performers earned considerably less. Aside from broadcasters, male performers earned $6,000 to $10,000 a year less than professionals in general, while female performers made $1,000 to $5,000 less.

Substantial proportions of performers' households had incomes below the poverty level for a family of four in 1980, the report noted. Although the government-measured poverty levels for New York City ($9,070) and Los Angeles ($9,380) were below $10,000, more than one-fourth of performers and their families earned less than that for the year.

"The value of this report," DPE Director Jack Golodner said, "is that it challenges the distorted picture of these occupations portrayed by those preoccupied with the glamour and glitter of the performing arts.

"It also disputes some recent government figures which imply that artists do better than other working people. Considering the deteriorated economic situation and reports we have from the artists' own unions, we know the difficulties facing performing artists have worsened since this study was done."

Performers generally lack permanent or long-term employment, and move often from job to job. Singers, actors, and musicians are likely to have several different employers in a year, while dancers averaged at least three employers during 1980, the study found. These employment patterns affect their economic lives.

Myth dispelled

"It is sometimes said that performing artists 'survive' on unemployment insurance between jobs," the report said. "But this, too, is a myth. Despite their longer than average duration of unemployment, few performers collect unemployment benefits.

"Except for dancers, less than half of the unemployed performers collected unemployment compensation in 1980. Only 20 percent of the musicians and 25 percent of the singers who were out of work during part of 1980 received any unemployment insurance payments. This also was true for 35 percent of the broadcasters and 45 percent of the actors. . . .

"Infrequent job continuity and long periods of unemployment also may prevent performers from compiling sufficient work experience to meet the qualifications for benefits," the report said.

The AFL-CIO American
Federationist
VOL. 90, NO. 3 MAY 14, 1983

Bargaining against a bleak backdrop

By James Parrott

The worst economic decline since the Great Depression continues to pose a formidable challenge to union negotiators to defend the past gains of members and strengthen their job security. The present destructively high levels of unemployment and the likelihood of little improvement in coming months form an unwelcome presence at the bargaining table.

About 3.6 million workers are affected by the major collective bargaining agreements expiring in 1983. Among those major agreements—each covering 1,000 or more workers—are key contracts in aluminum manufacturing, telephone communications and equipment, and aerospace. An unusually high number of construction workers is covered by contracts expiring this year. In addition, a new contract between the Steelworkers and seven basic steel companies was signed in February, and Longshoremen reached a new agreement with Atlantic and Gulf Coast shippers in April.

Broad-based economic decline, postwar record high unemployment, and the uncertain outlook for recovery all exert a heavy influence in current contract negotiations, even in industries where extensive layoffs have not occurred.

The Reagan Administration's proposed pay freeze for 1.8 million civilian federal workers and 3 million military personnel colors other negotiations.

Yet the view, fostered in the media and by employer groups that unions in depressed industries are being forced to make major concessions is misleading. Examination of 1982 settlements in the major financially troubled industries—auto, rubber, and trucking—shows that in return for yielding some economic ground, unions generally made important gains in such areas as extended health benefits for workers on layoff and more permanent income protection for senior employees.

In some contracts, unions were able to bargain for major gains on issues where employers had previously refused to give ground.

In the auto industry, for example, General Motors and Ford agreed to restrictions on the "outsourcing" of parts to non-union companies.

Bargaining in industries less hard hit by the recession brought wage and benefit increases in numerous contracts in 1982. And major advances in job and income security were achieved at a number of firms, particularly in the electrical equipment industry.

1982 Settlements

The overall averages for wage increases in new contract settlements in 1982 were markedly affected by the concentration of bargaining in industries where the recession had a heavy impact. The average wage increase, not including cost-of-living raises, in the first year of all major private contract settlements in 1982 was 3.8 percent. But this average includes the 43 percent of the 3.3 million workers covered by 1982 settlements who are not receiving any specified pay raise in the first year of the contracts. For the 57 percent who are receiving pay boosts, the first-year pay hikes averaged 7.0 percent.

Because not all industries are suffering, a fourth of the workers covered by 1982 settlements were due to receive raises of more than 8 percent in the first year. Nearly all the workers—95 percent—not receiving specified wage increases in the first contract year

JAMES PARROTT is an economist in the AFL-CIO Dept. of Economic Research and is the department's 1982-83 research assistant.

Schedule of '83 Contract Negotiations

Major bargaining

Steel: The Steelworkers' contracts with seven major basic steel companies, covering 270,000 workers, were settled in late February.

Communications: Contracts affecting 630,000 AT&T employees in telephone companies and at Western Electric expire in August. The principal unions involved are the Communications Workers and International Brotherhood of Electrical Workers.

Aerospace: The Machinists and the Auto Workers will be negotiating new contracts with Boeing, Lockheed, McDonnell Douglas, and others. The existing contracts, which expire in the fall, cover 215,000 workers.

Shipbuilding: Contracts expire in June for 30,000 West Coast shipbuilders represented by the AFL-CIO Metal Trades Dept. The Steelworkers' contract with Newport News Shipbuilding, affecting 18,000, expires in October.

Aluminum: Steelworker and Aluminum Worker contracts at Alcoa, Reynolds, and Kaiser expire in May. 50,000 workers are covered.

Longshoring: A new agreement between the Longshoremen and the Atlantic and Gulf Coast shippers, covering 50,000 employees, was reached in April to succeed current contracts that expire in October.

Other contracts

Construction: Agreements covering 900,000 construction workers are due to expire in the course of the year.

Retail Food: The Food & Commercial Workers represent some 320,000 grocery store workers across the country whose contracts expire at varying times throughout 1983.

Lumber: Contracts covering some 70,000 employees in the Northwest lumber industry represented by the Woodworkers and Carpenters will expire in June.

Glass: The Glass, Pottery, Plastics & Allied Workers represent 50,000 employees at the major container companies where contracts were due to expire in April.

Utilities: The Utility Workers' agreement with Con Ed in New York City, covering 18,000, expires in June.

No bargaining this year

Auto: Contracts between the Auto Workers and the top three U.S. auto makers expire in 1984. The American Motors contract runs to 1985.

Rubber: Rubber Workers' contracts with the major rubber companies expire in 1985.

Meatpacking: UFCW contracts with major meatpackers expire in 1985.

Railroad: Contracts for 13 railroad unions with Conrail, Amtrak, and Class I railroads expire in 1984.

Postal Service: Contracts between the Postal Workers, Letter Carriers, and Mail Handlers, and the U.S. Postal Service expire in 1984.

are covered by COLAs and will receive some wage increases.

The 3.8 percent first year average boost is the smallest since the Labor Dept. began keeping track of the figures in 1968. It is down from 9.8 percent in 1981, 9.5 percent in 1980 and 7.9 percent when the same unions bargained previously, usually two or three years before.

When total wage increases are measured over the life of the contracts, the average annual boost is 3.6 percent for 1982 settlements, compared to 7.9 percent in 1981 and 7.1 percent in 1980 and 6.3 percent during the previous round of bargaining.

Two-thirds of all workers covered by 1982 settlements have COLA clauses in their contracts. Of all workers covered by major contracts, 58 percent have COLAs. Contracts with COLA clauses generally provide smaller specified pay increases than those without. When contracts without COLAs are considered separately, wage boosts average 7.0 percent for the first year and 6.6 percent annually over the life of the contract. COLAs are less prevalent in construction than in other industries. In construction, first-year wage increases averaged 6.5 percent.

Multiple-year contracts tend to yield larger gains in early years than in later years, so the average annual increase over the contract term is nearly always less than the first-year increase. For 1982 settlements, the differential narrowed compared to previous years as wage gains were more evenly spread over the term. For three-year contracts—those ranging in duration from 30 to 42 months—scheduled second-year increases actually exceeded first-year increases.

The average duration of major contracts negotiated in 1982 is 31 months, compared to 29.5 months for those negotiated in 1981. Contracts with COLAs tend to have longer terms, and among 1982 settlements these averaged 34 months compared with 26 months for other settlements.

Effective Wage Increases

Effective wage adjustments reflect increases and cost-of-living adjustments negotiated earlier as well as settlements reached during the current period. In 1982 about 7.9 million workers received wage adjustments averaging 7.2 percent. About 500,000 workers covered by major contracts did not get increases during the year. Under new settlements, increases averaged 7.5 percent. Those receiving deferred increases gained an average of 6.3 percent, and under COLA provisions alone, wage increases averaged 3.1 percent. In 1981, when inflation was greater, COLA provisions provided increases averaging 6.3 percent compared to deferred wage increases of 5.3 percent.

COLA Provisions

Cost-of-living adjustments in 1982 recovered about 70 percent of the rise in consumer prices during the period of the COLA review. The extent to which COLA provisions can protect purchasing power against inflation depends on three things: the formula used to calculate the adjustments, how often adjustments are made, and whether or not there is a "cap," or maximum adjustment.

The most common formula provides for a cent-an-hour increase for each rise of 0.3 point in the Consumer Price Index (CPI). Other formulas peg a cents-an-hour or a percentage pay increase to a specified percentage rise in the CPI.

Of the workers covered by COLAs, 43 percent receive annual reviews, 17 percent semi-annual reviews and 39 percent quarterly reviews. While about 25,000 workers who had COLA reviews in 1982 did not get an adjustment because the cap had been reached in their contracts, 100,000 to 165,000 more workers got no adjustment because the minimum change in the CPI was not reached.

Deferred Increases

Only one-third, or about 3 million, of the workers covered by major contracts are scheduled to receive deferred wage increases in 1983—the smallest number since record-keeping on this series began in 1967. In 1981, deferred increases negotiated in previous settlements went to 6.1 million workers and excluding COLA averaged 5.3 percent. In 1982, 4.3 million received deferred increases averaging 6.3 percent. In 1983, the average deferred increase is 6.1 percent, with those covered by COLAs receiving an average of 4.2 percent (not counting COLA adjustments) and those without COLAs averaging 7.2 percent.

Union and Non-union Increases

Unionized workers continue to receive substantially higher wages and fringe benefits than non-union workers. According to the Labor Dept.'s Employment Cost Index (ECI), which measures wages and salaries as well as employer costs for fringe benefits, union workers did 20 percent better than non-union workers in 1982, 7.2 percent compared to 6.0 percent.

Included in fringe benefits in the ECI are employer costs for legally mandated benefits, such as social security and unemployment and workers' compensation, and optional benefits such as paid holidays, vacations, and sick leave, and insurance and pension benefits. The ECI is a measure of the change in the total price of labor, free from the influence of employment shifts among occupations and industries.

For the twelve months ending with December 1982, the ECI increased by 6.6 percent for all workers. For the private non-farm sector, the index rose 6.4 percent, and for state and local government workers, the increase was 7.4 percent. The CPI went up 3.9 percent in the same period.

State and Local Government Settlements

Major collective bargaining settlements reached with state and local governments in 1982 covered 573,000 workers and provided average wage increases of 7.2 percent in both the first contract year and annually over the life of the agreements. Total wage-benefit packages averaged 7.4 percent a year.

Labor Dept. data on state and local government settlements are not strictly comparable with the private sector series. Only bargaining units of 5,000 or more workers are considered, compared to units of 1,000 or more in the private sector data. Fewer state and local government workers have COLA clauses in their contracts.

Auto Industry Settlements

The Auto Workers signed early agreements in the first part of 1982 with both Ford Motor Co. and General Motors which did not provide for any specified pay increases over the two and a half-year term of the contracts. Auto bargaining was conducted in the wake of massive extended layoffs and plant closings. About 150,000 of 469,000 UAW members at GM and 55,000 of 160,000 at Ford were on indefinite layoff when contracts were settled.

Wracked by the recession and record high interest rates, new domestic car sales in 1981 were a third lower than in 1978 while imports surged to capture 27 percent of the domestic market, up from 18 percent three years before. Ford lost $1.06 billion in 1981 and $1.54 billion in 1980, and while GM's profits were $333 million in 1981, it lost $753 million in 1980.

The cost-of-living provision was continued in the new contract with the existing formula intact, although payment of all or part of the first three quarterly adjustments was deferred for 18 months. All regular paid holidays were maintained, but paid personal holidays were dropped.

The major auto agreements in 1982 produced significant new provisions which strengthened job security and layoff protections for UAW members. GM and Ford both agreed to a two-year moratorium on plant closing that would have occurred as a result of "outsourcing," the purchase of parts from other companies. This provision led to the reopening of a Ford valve plant two days after the contract was settled.

The Ford contract calls for a pilot "employment guarantee" project based on a lifetime job security concept that will apply to 80 percent of the employees at two trial locations. A "guaranteed income stream" program was established to provide 50 percent of pay for workers with at least 15 years of service who are laid off after the effective date of the contract. Workers with more than 15 years of service will receive an additional 1 percent of pay for each additional year of service, up to a maximum payment of 75 percent of gross weekly pay or 95 percent of after-tax weekly pay minus $12.50, whichever is less. The payments will be reduced by the full amount of government unemployment benefits and by 80 percent of earnings from other employment. The period during which participants draw guaranteed income payments will count as regular active service for pension purposes, and workers will be covered by health and life insurance during the period. At GM, the pilot "lifetime job guarantee" program will be conducted at four plants.

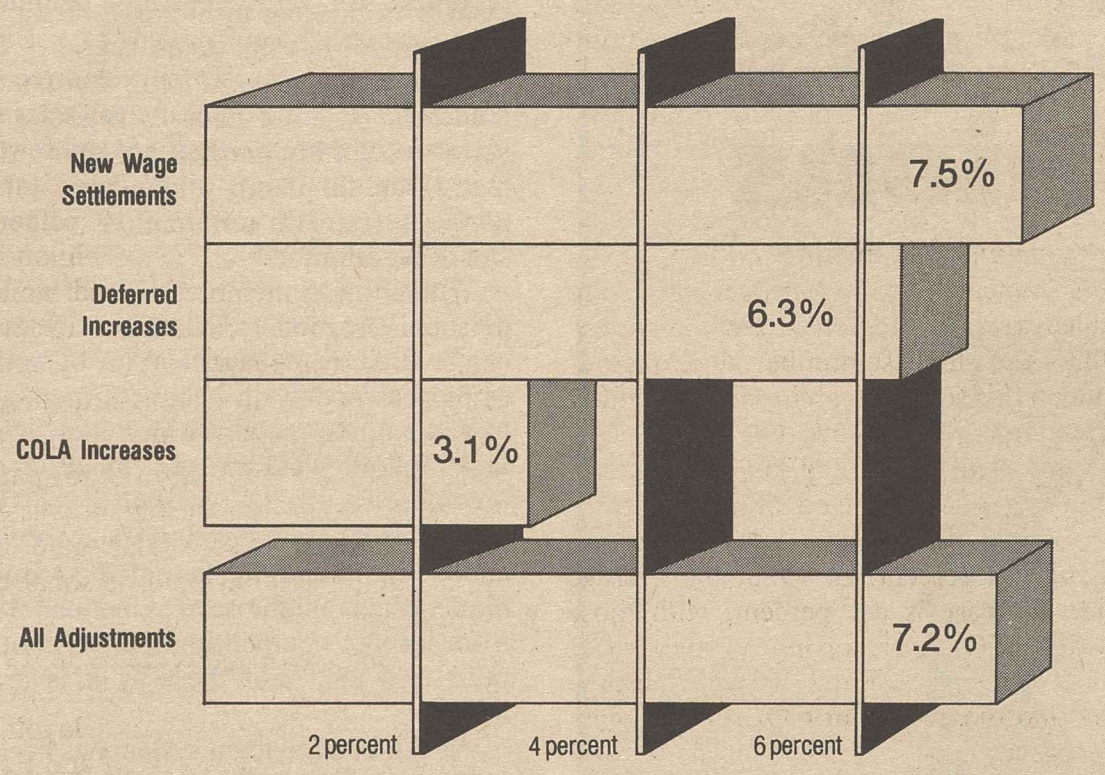
The UAW-Ford agreement provided for resumption of supplemental unemployment benefit payments to laid-off workers whose benefits had been cut off because the fund had fallen below the minimum level. SUB eligibility was extended from 52 weeks to 104 weeks for workers with ten years of service. The contract called for Ford to advance $70 million to the SUB fund and to increase the company's contribution by three cents an hour per worker.

The SUB fund at GM was also strengthened through additional company advances. Eligibility was doubled to 104 weeks of SUB pay for workers on the job on or after Mar. 1, 1982, with at least ten years of service.

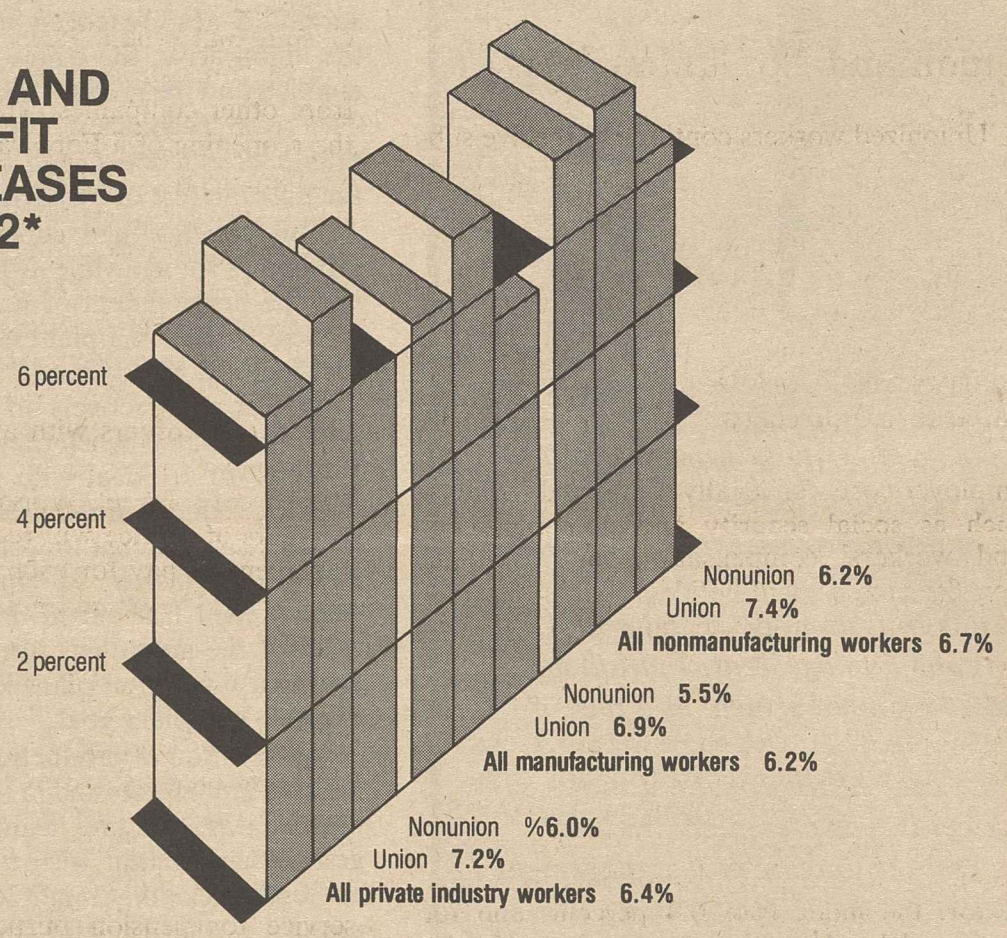
Profit-sharing plans were adopted at both companies.

Both major auto contracts established joint union-management skill development and training programs. These will provide "training, retraining, and development assistance for employees displaced by new technologies, new production techniques, and shifts in customer product preference." Similar efforts are to aid workers displaced by plant closings

Average Effective Wage Change for Workers Receiving Adjustments in 1982



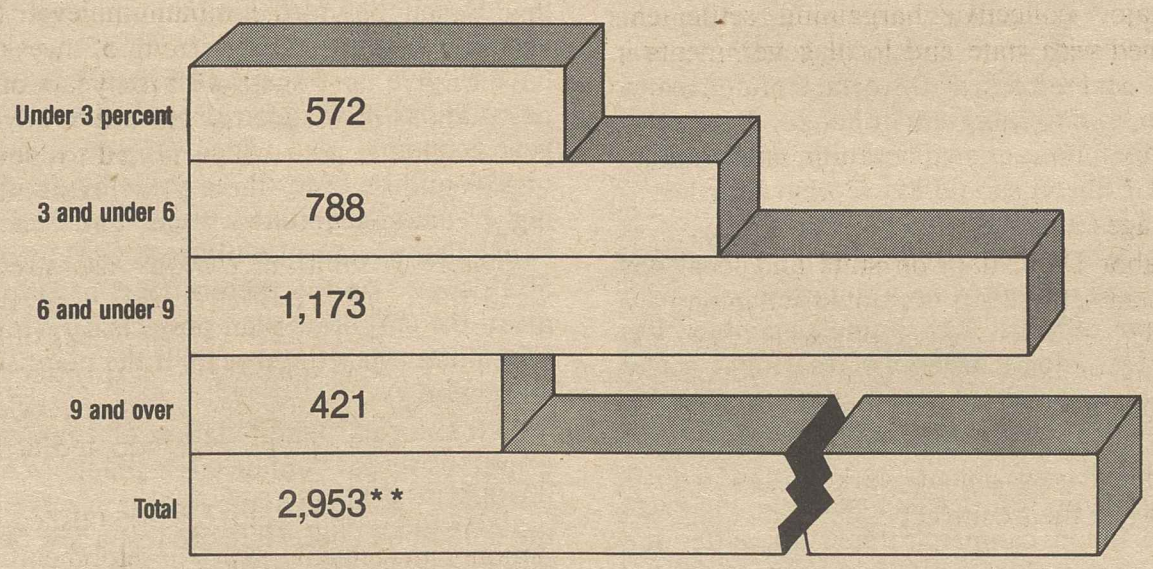
WAGE AND BENEFIT INCREASES IN 1982*



*Change in the Employment Cost Index, a measure of change in wages, salaries, legally mandated supplemental benefits (such as Social Security and unemployment insurance), and other fringe benefits (such as medical insurance, paid vacations, pension plans). For twelve months ended in December 1982.

Source: U.S. Bureau of Labor Statistics.

DEFERRED WAGE ADJUSTMENTS IN 1983*



*Generally excludes cost-of-living increases, although some guaranteed *minimum* adjustments under COLAs are included.

**The total number of private, nonfarm workers receiving specified wage increases in 1983 is somewhat lower than previous years because of the settlements in auto, trucking, farm implements, and rubber industries which did not provide for any specified increases during the contract term. However, almost all of these workers are covered by COLAs and may receive COLA increases in 1983.

Because of rounding, column does not add to total.

Source: U.S. Bureau of Labor Statistics.

or discontinued operations. Employer contributions of five cents an hour per worker will finance the programs.

In a new contract with American Motors, the UAW negotiated an employee investment plan under which the 14,000 workers will lend the company about $110 million for new investments by deferring normal wage and benefit provisions. The effective date of the first two annual 3 percent pay increases will be deferred until January 1985, and a third-year 3 percent increase will be eliminated. The first six quarterly COLAs will be deferred until December 1984. UAW members will "bank" 21 paid holidays or vacation days until 1985. The amount that workers lose by deferring raises and "banking" vacation will be repaid, with 10 percent compound interest, beginning in 1985 and concluding not later than 1989. In addition, a company-financed legal services plan was established.

The round of bargaining in the auto industry was concluded in December when Chrysler and the UAW agreed on a 13-month contract covering 44,000 workers. The settlement followed the voting down of an earlier proposed contract in September and a strike by Canadian Chrysler workers.

The immediate 75-cent an hour increase for Chrysler's U.S. workers narrowed the pay differential of about $2.50 an hour that had developed between Chrysler and Ford and GM workers.

The new Chrysler contract restores quarterly COLA adjustments at one cent an hour for each rise of 0.26 percent in the combined U.S.-Canadian CPI. An experimental "lifetime job security" pilot project, similar to those negotiated at Ford and GM, will be tested at two Chrysler plants. The profit-sharing plan was terminated.

Rubber Industry

In the rubber industry, bargaining in 1982 took place against a backdrop of slack demand due to the auto sales slump, increased foreign imports, and continued plant closings, especially of bias-ply tire facilities. Since 1973, 25 U.S. tire plants under contract with the Rubber Workers, or more than a third of the industry total, have closed, with 16 of the closings occurring since 1979. When General Tire closed its truck tire plant in Akron in 1982, mass tire production came to a halt in the industry's former center of activity.

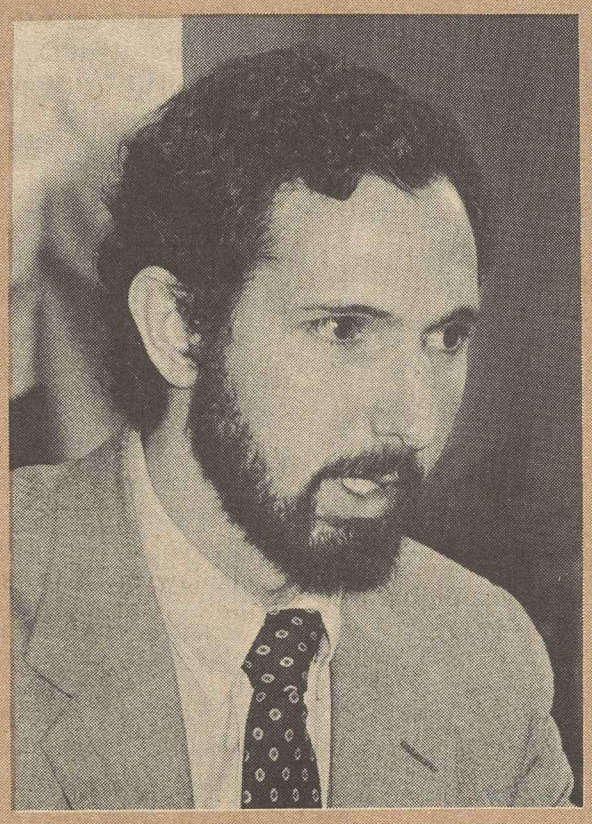
Last year the URW and B. F. Goodrich negotiated a three-year pact that set the pattern for settlements at Goodyear and Firestone. The other member of the industry's "Big Four," Uniroyal, agreed to accept the terms of the pattern-setting agreement, modified to reduce the cost increase by $18.3 million a year. The URW represents 37,400 workers at the four companies affected by the pattern agreement.

The Goodrich contract did not provide for any specified wage increases, but the provision for quarterly cost-of-living adjustments, won in 1976 following a 4½-month strike, was retained. Benefit improvements included a $1.50 increase in the monthly pension rate to bring it to $16.50 for each year of credited service, a $60-a-week increase in the sickness and accident benefit, raising it to $165, and a 6-month increase in the 24-month period during which laid-off workers retain their life and health insurance. The Goodrich and Firestone accords also established medical surveillance programs for early detection of job-related health problems.

Continued on Page 10

Twisting Quality Circles to Bust Unions

By Guillermo J. Grenier



The concept of production teams, or "quality circles," has been offered in recent years as a new approach to improving productivity along with product quality. The theory is that involving workers more directly in production decisions enhances their sense of dignity, and thus their individual job satisfaction and efficiency, as they contribute to the improvement of the overall production process.

Quality circles have yielded promising results in a number of industries where they have been set up jointly by unions and management. Yet unions are well aware that they can also be manipulated by management as a tool against trade unionism.

This report by Guillermo J. Grenier offers a case history of the use of quality control circles as a union-busting device. It was presented originally on Apr. 12, 1983, to a citizens' monitoring committee looking into management unfair practices during an organizing campaign by the Clothing & Textile Workers at Johnson & Johnson's Ethicon plant in Albuquerque, N.M.

My name is Guillermo J. Grenier. I am a Ph.D. candidate in the Dept. of Sociology [at the University of New Mexico] as well as a Master's candidate in community and regional planning in the School of Architecture and Planning. I also hold a Master's degree in Latin American studies from UNM. I work as a data analyst for the Design and Planning Assistance Center here at the University as well as a data analyst and health planner at the New Mexico Health Systems Agency. Through this job I came in contact with Ethicon officials. At the HSA, we were developing a health-related project, trying to find out what "wellness program" services area employers were offering their employees. Soon after my initial contact with Ethicon, and after receiving an introduction to the plant from Dr. Albert Jaramillo, the plant's social psychologist, I became very interested in the plant's production team system. I wanted to learn more about this organizational approach since I could see in the topic an excellent dissertation in sociology as well as a unique case study for a social planning thesis.

With these academic goals in mind, I began research at Johnson & Johnson's Ethicon plant seven months ago. My initial interest was to investigate whether the production team system could improve efficiency through early diagnosis of employee physical, behavioral or mental difficulties which affect production. Yet, while conducting this research, I discovered some things that left me surprised and confused about the role of teams in a manufacturing environment. I feel that this committee, the community, and employees at Ethicon should know what I have witnessed at Ethicon.

I have attended meetings of 11 production teams and consulted on a frequent basis with Ethicon officials. My primary contact has been Dr. Albert Jaramillo, the plant social psychologist and personnel administrator. He is the individual responsible for the team concept.

During my third team meeting, the issue of the union campaign came up. After the team meeting I talked to Jaramillo about the union issue. In this and subsequent discussions, Jaramillo made it clear to me that the team system at Ethicon is being used as a "union-busting" tool.

For this purpose, facilitators (supervisors) are expected to remain in control of their teams while employees are made to feel that the system is "open" to their suggestions and decisions. According to Jaramillo, teams are used as part of a strategy to "isolate" pro-union employees from their fellow team members. The "isolated" individual can then be dealt with in some fashion: he or she can be fired for not having "team support" (one of the "objective criteria" for termination at Ethicon), or for a poor "attitude" or other factors ostensibly unrelated to union support. Yet, Jaramillo plainly told me that union support is a factor in termination "although we can never admit it."

Where union members are not fired, their personal isolation from other team members can be used by management (or by anti-union employees acting on behalf of management) to make union members look like "losers" to their fellow workers and to discredit the union itself.

The production team system, or "quality circle," is nationally heralded as one technique which might save American industry from foreign competition. But, as one facilitator told me, "not the way it is practiced here."

At Ethicon the team system has been transformed into a tool of employee manipulation. Jaramillo acknowledged to me that during the union drive, the teams are used to create conflict, and the growth of the team is warped. The team becomes a conflict group rather than a production group. This cannot be in the best interest of employees or industry.

This conclusion is supported by a videotape I was shown while at Ethicon. The topic was the development of work teams (quality circles) at the J & J plant in Tampa, Fla. The videotape pointed out that quality circles work just as effectively in union plants and non-union plants when they do what they are designed to do: deal with production issues. Keeping Ethicon non-union is not necessary for the team concept to work properly. Nonetheless, in answer to employee questions, management has put in doubt the future of teams if the union gets into the plant. Establishing a non-union plant is apparently management's primary goal.

Observation of production teams made me become more interested in the union issue and how it was affecting teams. Jaramillo suggested that I might wish to study anti-union strategies since that might lead to a "lucrative career . . . that [busting unions] is the battle of the '80s." With the help of Jaramillo, who kept me informed as to strategies developed at Ethicon "strategy group meetings" held weekly, I combined the study of anti-union strategies with that of teams.

Eventually I asked the question "Why must Ethicon stay non-union?" According to Jaramillo, the main reason is to keep wages low. Despite the fact that plant manager Bob Jancar has told employees that they may have to give up wages and benefits in union negotiations, management has charted a ten-year economic plan which projects a saving of $10 million every three years by avoiding higher union-negotiated wages and benefits. (This plan assumes an ultimate workforce of 500 people. At the present level of employment, the corporate plan projects a saving of $5 million every three years if the plant stays non-union.)

Psychological manipulation of employees, as well as illegal "unfair labor practices," are justified by Ethicon management in service of the non-union goal. Here are just a few of the questionable practices I noted in my seven months of working with Ethicon.

- An allegedly independent employee anti-union committee has been formed to propagandize Ethicon workers. However, this committee is surreptitiously directed by management. Since management wishes to pre-

serve legal "deniability" when the committee makes irresponsible or unlawful statements, an amateur gumshoe technique has been devised: One of Jaramillo's secretaries has a boyfriend, working in the print shop, who is on the anti-union committee. As Jaramillo told me with a wink, "If I happen to leave some information on Cheryl's desk telling her to copy it and she takes it to her boyfriend . . . there is nothing I can do about it." The anti-union committee brings information back to management as well, identifying employees to management who have pro-union sympathies. In addition to Jaramillo and John Koller, the personnel director, two other management officials work closely but secretly with the anti-union committee.

● The company tells its employees that its wage rates, while lower than in comparable union plants, are competitive and based on a comprehensive survey of other national companies in Albuquerque. However, John Koller told me that when J & J did its Albuquerque wage survey, it obtained lower results by omitting companies like GE and Sandia because they have national union contracts.

● I was personally solicited by Jaramillo to ask my friends to spy on union meetings so I could report the discussions back to Ethicon management. Again, Jaramillo was aware of the illegality of such a request, so he put it this way: "What I suggest is that, you know, I keep you informed of what's happening and you of your own volition do something about it." Ethicon did not rely on me alone. After one publicly advertised union meeting, to which Jaramillo asked me to send a friend, Jaramillo boasted to me, "we had a whole bunch of spies set up to get information."

● Supervisors at Ethicon have been trained to observe employee conversations; if a supervisor sees a pro-union worker talking to an anti-union or neutral employee, the supervisor is to go up and interrupt the conversation. According to Jaramillo, "What I sometimes do is go up, start talking to them [pro-union people], go to break with them, take the same ten minutes they do, and go back to the floor with them. The point is to control their influence — their interactions." Jaramillo realized that such tactics constitute illegal surveillance but, as he told me, that's "really hard to prove. . . . How can you prove they (supervisors) were listening?"

● Whereas production employees previously would receive phone calls directly at the plant, Ethicon has now established a central switch point for incoming phone calls. Phone calls to pro-union people are screened, tallied and reported to management. Callers to known pro-union workers are told as a matter of policy, "she can't come to the phone now."

● One production team was eliminated because expressions of pro-union sentiment became too frequent for the facilitator (supervisor) to control.

● Martha Grey, a personnel administrator, screens job applicants to eliminate those with possible union sympathy; she raises the union issue in a variety of ways during the job interview just to see how the applicant reacts. In a further effort to prevent union supporters from influencing new employees, Ethicon revised procedures at its training center . . . (where) experienced workers are brought in to train new hires. When Ethicon discovered that pro-union workers were highly represented in the experienced group, the company increased the rotation and decreased the qualifications of trainers.

● Several months ago, many workers (both pro- and anti-union) circulated a petition complaining about an odor feared to be related to the carcinogen, ETD. Even this concern was treated as a vehicle for increasing the psychological pressure on union supporters. Pro-union employees' complaints of headaches were greeted with skepticism.

● Two union supporters were fired in December on a charge of "falsification of records," despite the fact that the company knew their offense was no greater than that routinely tolerated from anti-union employees. For example, I was told that an anti-union worker's sister called the plant to report that the worker was sick; despite the fact that the supervisor knew she had taken the day off to go camping with a fellow worker, no action was taken. Yet the company fired the two union supporters anyway. According to Jaramillo, "Jancar said it would be a good symbolic gesture, a good way to scare other pro-union employees. Even if we have to give their jobs back, it would be worth the hassle to fire them to see what the union would do and to see if it has a desired effect on the work force."

● Two other employees were fired in November for absence-related reasons. Jaramillo told me that these firings were "trial balloons" to see what the union would do when their supporters were fired. The firings were "pretty blatant," he boasted.

● Another employee, slated to be fired in January, was retained in the work force when she made known to management that she wanted to cancel her signed union card.

● Jaramillo, the plant social psychologist, developed a two-page position paper instructing supervisors on the subtleties of interrogating employees during the union drive. He refers to it as "How to make someone spill their gut — interrogation techniques." Since direct interrogation is unlawful, Jaramillo teaches supervisors a more indirect approach. Interrogation, according to Jaramillo, "is easy to do and hard to prove." For example, he suggests asking employees, "have you been harassed lately?" By posing the question, Jaramillo and his supervisors also plant the suggestion that harassment by union supporters is to be expected.

● Management rates each employee on a scale of −2, −1, 0, +1, +2. Employees rated −2 are strong union supporters; +2 employees are strong union opponents. The information on employee attitudes about the union is fed to management both by supervisors and by the employee anti-union committee. The ratings are then used to develop specific psychological strategies for each employee. In the lingo of Ethicon plant management, each employee has a "button," or a specific point of concern or vulnerability. Approaches on the union question, even public "open line" responses by management to employee questions, are tailored to each worker's "button" or preconceptions.

● A reportedly effective anti-union psychological technique is "consultations." A system of worker consultations with team facilitators was originally intended to address legitimate production or other performance problems. However, with each employee now identified in management's ratings by union leaning, "consultations" are used as a symbolic threat to pro-union people.

● The company circulated information charging that during the union campaign there had been incidents of vandalism. The company put lights on the parking lot to protect employees from union violence. Yet, Jaramillo stated to me that the company knew that this union (ACTWU) did not engage in such tactics. The information circulated by the company was designed apparently to suggest a fear which has no foundation in fact.

● The company has retained an attorney-labor consultant from Phoenix who guides their anti-union strategy. With his help, management deliberately crosses over the line of illegality. According to Jaramillo, the Phoenix lawyer "knows all the tricks." The anti-union consultants hired by the company earn their money because they "figure out how a strategy can be pushed over the line. . . . When it is wise to foray into enemy (illegal) territory." The basic management strategy, according to Jaramillo, is to "create uncertainty." "The trick is to threaten people without them knowing that they are being threatened. I do it with looks, comments." This is part of the general psychological campaign which Jaramillo has designed to be used against employees on the union issue.

● The company has a policy of restricting information they feel benefits the union. For example, when the benefits clerk from Somerville (the unionized sister-plant of Ethicon Albuquerque) visited Albuquerque to inform employees of their benefits and how they compare with the negotiated benefits at Somerville, she was instructed by management not to raise certain issues concerning worker costs. When asked by a facilitator about the amount paid into the package by each worker at Somerville, she responded, "Do you want

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Citizens' monitoring committee in Albuquerque, N.M., holds hearing on unfair management practices at Ethicon plant of Johnson & Johnson. From left: Sister Margaret Rose Bohn of Albuquerque Conference of Churches; Sam Deloria (partially hidden), director of the American Indian Law Center; former U.S. Senator Fred Harris, now a professor at the University of New Mexico; Ann Scales, assistant professor of law at the UNM law school; Bob White, president of the Albuquerque City Council; Fred Ward, labor and industry chair of the Albuquerque NAACP chapter, and Carl Kern, president of the Albuquerque NAACP chapter.

Bargaining against a bleak backdrop

Continued from Page 7

Trucking

When the Teamsters negotiated the National Master Freight Agreement in early 1982, 120,000 of the union's 300,000 members working in the trucking industry were out of work. The three-year contract contained no specified wage increases, and the COLA was modified to provide for annual, instead of semi-annual, adjustments. Also, part or all of each adjustment may be diverted to shore up pension, health and welfare benefit funds. Diversion of the April 1982 COLA raised the weekly employer contribution to health and welfare and pension funds to $100.50 per employee.

Some work rules were modified to allow employers to adopt "non-standard" workweeks, and restrictions were relaxed on the types of deliveries drivers make. Under the new master agreement employers are prohibited from selling, leasing or transferring parts of their operations to third parties for the purpose of evading the contract. Recall rights for laid-off workers were extended to the Mar. 31, 1985, expiration date.

Electrical Equipment

A host of improved job and income security provisions highlighted the June 1982 General Electric settlement affecting 100,000 workers. Westinghouse Electric followed a month later with essentially the same terms in contracts covering 40,000 workers. Labor was represented in negotiations at both companies by the 13-union Coordinated Bargaining Committee, led by the Electrical, Radio & Machine Workers.

The electrical firms agreed to give six months notice of plans to close plants or transfer work and 60 days notice before the introduction of robots or automated manufacturing machines. Both firms have acquired automation equipment manufacturers in recent years and have announced they intend to move rapidly in the factory automation field.

The concept of rate retention, established in the GE and Westinghouse contracts, applies to production workers who are shifted to lower-rated jobs as a result of the transfer of work, subcontracting, or the introduction of new technology. These workers will be guaranteed their former rate of pay for up to 26 weeks.

Income security benefits for workers terminated by plant closings included the following:

- Lump-sum severance payments for workers with 15 years of service were increased from one week to two weeks pay for each year of service. Employees with two years but less than 15 years service would receive 1½ weeks pay for each year, with a minimum of 4 weeks pay.
- A liberalized combination of age and service requirements made more displaced workers eligible for continuing monthly severance benefits instead of the lump-sum payment. Eligibility now ranges from employees age 50 with 25 years service to those who are 55 with 10 years service. Monthly benefits equal 2 percent of monthly pay multiplied by years of service, up to a maximum of 50 percent of current pay. Benefits continue until reemployment or retirement age is reached.
- Displaced workers will receive job placement assistance, and those with at least two years of service will be entitled to up to $1,800 for education and retraining assistance.
- Employees with a minimum of 7 years service who are displaced by closings will have vested pension rights.
- Displaced workers who are at least 50 with at least 25 years service will continue to be covered by company-financed medical and life insurance until age 65 or they are reemployed.
- Displaced workers will be paid for unused sick leave and personal days.

Pension benefits at GE and Westinghouse, to which employees contribute in part, will increase in two steps from a range of $10-$15 a month per year of service to a range of $14-$19.50 by January 1984. Agreements at both companies also included general pay increases and an improved COLA formula.

Jobs and Income Security

Despite a high unemployment economy, many other unions secured additional protection in 1982 against layoffs, plant closings, runaway shops and the adverse effects of technological change. Negotiated protections took the form of limitations on management prerogatives, retraining programs and financial assistance for displaced workers.

A new accord between the International Brotherhood of Electrical Workers and the Potomac Electric Power Co. established lifetime job and pay security for employees with 12½ years of seniority. Eligible employees cannot be furloughed or reduced in pay due to lack of work, plant closings, reorganizations or technological change. In return, the union agreed to allow PEPCO flexibility in changing job content.

Advance notification of plant closings or economic difficulty and the right to negotiate over the effects of closings on union members were established by the Clothing & Textile Workers in separately negotiated national agreements covering 70,000 members in men's and boys' tailored clothing and 70,000 more in cotton garment production.

In a coordinated bargaining effort led by the AFL-CIO Industrial Union Dept. covering 3,000 workers at 11 General Telephone & Electronics Corp. plants, unions secured six months prenotification of plant closings, improved recall rights, and special early retirement benefits.

A 2½-year contract, covering 19,000 workers, between the UAW and International Harvester provides for six months notice of plant closings and for union consultation whenever a major "outsourcing" decision is being considered, with at least 60 days advance notice. The pact also established a $1 million comprehensive training program. The company also agreed to strengthen the SUB fund.

A severance pay plan was established in an agreement between the Machinists and the Pratt & Whitney Aircraft Division of United Technologies at four Connecticut plants covering 16,000 IAM members. Workers with at least three years seniority may qualify for payments of up to 12 weeks pay.

Under new contracts at RCA reached by the IBEW and IUE, employees with 30 years of service who lose their jobs because of plant shutdown or discontinuation of a product will be eligible for "layoff extension benefits" equal to half their regular pay. These benefits would continue until age 55, when an employee becomes eligible for full retirement pay. In addition, laid-off workers would be eligible for up to $1,000 in retraining assistance, and those with 30 years service will receive health insurance coverage for six months and life insurance coverage for two years. Recall rights were extended from two years to three years for workers with at least five years seniority. Nearly 16,000 workers are covered by the RCA pacts.

In an early agreement negotiated by Libby-Owens-Ford and the Glass & Ceramic Workers—now part of the Aluminum, Brick & Glass Workers—the company agreed to establish an $800,000 fund to be used to provide health insurance coverage for laid-off workers, early retirement incentives, or as lump-sum payments to active employees, to be decided by each local. The company also agreed not to expand glassmaking or auto glass fabricating furnaces at non-union plants.

The UAW and Rockwell International Corp. launched a pilot program to retain laid-off auto workers for jobs in the aerospace industry.

American Telephone & Telegraph's January 1982 announcement of the divestiture of its 22 local operating phone units generated uncertainty about job security among its 700,000 unionized employees. Divestiture, which was part of the settlement of an antitrust action against AT&T by the federal government, is to be completed by January 1984. Although the present contract does not expire until August 1983, the major unions at AT&T—the Communications Workers and the IBEW—negotiated a special job and wage protection agreement in March 1982. The comprehensive measure protects workers against loss of wages, benefits, bargaining representation and other rights for seven years after divestiture.

COLA Changes

Cost-of-living adjustments were under heavy attack in the industries hit hardest by the recession. In some contracts, payments were diverted to supplemental unemployment benefits, or other employee benefit funds, or they were suspended or deferred. But the COLA language was maintained in almost all contracts.

For the first time, COLA protection was extended to more than 150,000 garment workers. In a pattern-setting settlement with outerwear manufacturers, the Ladies' Garment Workers established a COLA to provide 10 cents per hour if the CPI increases 8.5 percent between June 1, 1982, and Dec. 1, 1983, with an additional 5 cents for each 0.5-point rise above 8.5 percent, subject to a cap of 25 cents an hour.

At General Dynamics' tank production facilities, formerly owned by Chrysler, 5,000 UAW members had their COLA restored under a formula calling for quarterly adjustments of one cent an hour for each 0.3-point rise in the CPI. An improved escalator formula was negotiated by the UAW at Avco's Lycoming Division in Connecticut, providing for a cent an hour for each rise of 0.3-point (instead of 0.4) in the index.

The 13-union Coordinated Bargaining Committee at General Electric and Westinghouse succeeded in improving the COLA formula to provide semi-annual adjustments of one cent an hour for each rise of 0.175 percent in the CPI. The first adjustment was to be paid at the previous rate of one cent for each increase of 0.2 percent with the new formula taking effect in June 1983.

Pensions

Pension plan gains negotiated in 1982 frequently took the form of improved formulas

and benefit levels for future retirees or lower age requirements. In some agreements, benefits for those already in retirement were increased.

In a contract between the Bakery, Confectionery & Tobacco Workers and Keebler Bakeries, full pension, based on 28 years of service, will rise in two steps from $500 per month to $600. The previous minimum age of 55 for early retirement was changed to make retirement possible when age plus years of service equal 80. At the Homestake Mining Co. the Steelworkers won a reduction in the early retirement age after 30 years service to age 60 from 65.

Adoption of a "magic 85" pension clause at General Dynamics' Electric Boat Division will enable workers to retire when their age and years of service total 85. Eleven unions in the local Metal Trades Council represent 12,000 workers at the Groton, Conn., shipyard.

UAW members at Avco's Lycoming Division will be eligible for retirement at age 52 with 30 years of service. Retirement after 30 years of service, regardless of age, is now possible in plant shutdown situations under a contract between the Glass, Pottery, Plastic & Allied Workers and Owens-Illinois.

In a three-year pact with New York City area food stores covering 13,000 workers, the Food & Commercial Workers won substantial fringe benefit improvements. Monthly pension benefits for full-time workers will be increased in two stages from $11 to $20 a month per year of service and from $5.50 to $10 for part-timers. Major medical insurance coverage was increased from $100,000 to $250,000, life insurance doubled to $20,000 and vacation, sick leave, optical, dental, and other benefits were enhanced. At Stop & Shop supermarkets in Connecticut, UFCW members boosted their monthly pension from $13 per year of service to $20.

Hotel Workers' retirees in Boston will receive a $25 increase, bringing their average monthly pension checks to $73. For employees currently working, the Hotel Employees & Restaurant Employees Union negotiated a $25 increase in full pension for 25 years service, raising it from $175 a month to $200.

Employer payments to an income security fund will rise from $6 a week per worker to $10 under a contract between the Bronx Realty Advisory Board and the Service Employees. The fund, which is in addition to a regular pension plan, is used to give apartment building workers a balanced retirement program consisting of mutual fund shares and permanent cash value life insurance.

In the construction industry, fringe improvements are generally reported as increases in hourly contributions by employers to pension and other benefit funds. Higher payments to union members result when negotiated increases in contributions raise the fund levels. In any given contract, contribution levels and negotiated increases vary with the funding requirements necessary to provide benefit payments.

For example, Sheet Metal Workers in Boston negotiated three-step increases in employer hourly contributions from $1.50 to $2.13 for the pension fund, from 75 cents to $1.50 for the annuity fund and $1.22 to $1.49 for the health and welfare fund. Laborers on Kentucky highways will see contributions increase from 70 cents to 85 cents per hour for both their pension fund and health and welfare fund. In Montana, Operating Engineers bargained increases in pension fund contributions from 85 cents to $1 and health and welfare fund contributions from 97 cents to $1.37. Southern California Roofers negotiated increases in contributions from $1.20 an hour to $1.50 for their pension fund, from 85 cents to $1.10 for their annuity fund, and from 97 cents to $1.17 for the health and welfare fund. For Carpenters in Baton Rouge, La., employer hourly pension fund contributions will increase in stages from 70 cents to $1, with health and welfare contributions rising from 65 cents to 85 cents.

Health and Welfare

Collective bargaining has brought union members health and welfare protections for themselves and their families. These protections include employer-financed health insurance and specific plans for preventive, medical, hospital, prescription, dental and vision care.

Medical care costs continue to surge despite a falloff in the general rate of inflation. In 1981, the CPI-W for all items increased by 10.2 percent and the medical care component alone rose 10.4 percent. In 1982, medical costs advanced by 10.8 percent even though the overall inflation rate dipped to 6.0 percent.

Improved and expanded medical coverage, therefore continues to be a high priority in contract negotiations. Coordinated bargaining at General Telephone & Electronics Corp. plants, led by the AFL-CIO Industrial Union Dept. increased lifetime major medical coverage to $625,000. Other improvements include full payment for third surgical opinions, medical coverage for legally separated dependents, an improved surgical payment schedule, an increase of $742 in allowances for in-hospital physician services, revised dental coverage and improvements in sickness and accident benefits and pensions. The union committee successfully resisted employer attempts to increase health insurance deductibles equal to the rise in the medical component of the CPI. Unions involved in the coordination were the Machinists, IBEW, IUE, UAW, and the unaffiliated Teamsters and United Electrical Workers.

Following the pattern set in settlements last year with the nation's major railroads, six unions representing some 130,000 workers won an increase in major medical coverage from $250,000 to $500,000. The railroad unions reaching agreements in 1982 included the United Transportation Union, Firemen & Oilers, Signalmen, Yardmasters, Dispatchers and the unaffiliated Locomotive Engineers.

Operators and technicians at Western Union, represented by the Telegraph Workers, increased their major medical benefits to $250,000, improved life insurance and dental coverage, and won a new optical plan. The Communication Workers achieved similar terms in a contract with Western Union in New York City.

The Theatrical Stage Employees, in a contract with the Motion Picture & Television Producers, improved their major medical coverage from $100,000 to $500,000 and also increased employer reimbursements for medical bills and employer contributions to their dental plan. Health benefits for disabled employees were also improved. Major medical coverage will increase to $400,000 for Rubber Workers at Kelly-Springfield Tire Co.

The Machinists increased maximum major medical coverage from $300,000 to $750,000 at US Air. And at Northwest Airlines, IAM members won a new combined regular medical and major medical plan providing lifetime coverage of $1 million.

The Oil, Chemical & Atomic Workers and Gulf Oil Corp. reached a pattern-setting agreement for the petroleum refining, pipeline and petrochemical industries which will raise employer contributions for family health insurance. Under terms affecting more than 50,000 workers at 400 facilities and 100 companies, monthly employer contributions will increase by $17.50 in the first year and $13.50 in the second year. This will bring the level to $151.50 at Gulf. Beyond that amount, employees will bear the additional premium cost. Under the old contract, employees had been paying $30 a month.

In its contract with the New York Stock Exchange and related employers, the Office & Professional Employees reduced the deductible for $100,000 maximum major medical from $5,000 to $2,000.

Employer contributions to the health coverage of Service Employees' dependents was increased to $35 a month in a contract with Stanford University. UFCW members in bargaining with Bradlee department stores in northern New England, increased their x-ray and hospital lab coverage to $300.

The Newspaper Guild gained new dental and optical plans in an accord with Philadelphia newspaper publishers, and an orthodontia plan was added for IUE members in their contract with Sperry Rand. Five unions representing 1,900 workers at Disneyland in Anaheim, Calif., established a vision care plan and secured additional dental coverage.

Prescription drug coverage was added by the IUE, Machinists, and IBEW in coordinated bargaining with Rockwell International. And the maximum annual prescription drug coverage was increased to $300 in Food & Commercial Workers contracts at A&P stores in New England.

In addition to the construction union settlements, other unions negotiated greater employer contributions to their health and welfare funds. In a contract between hotels and motels in the St. Louis area and the Hotel Employees & Restaurant Employees, employer contributions will increase from $21 a month per employee to $26. Stop & Shop's contributions will rise from $75 to $133 per month under a new agreement with the UFCW in the greater Boston area. California supermarket employers, in new contracts with the UFCW and the unaffiliated Teamsters, increased their contributions by 39 cents an hour per worker, with further increases scheduled in the second and third years of the contract. Some 30,000 workers are affected.

Sickness and accident insurance helps provide replacement income to workers who suffer lost time from sickness or injury. In its contract with cotton garment manufacturers, ACTWU negotiated increases in weekly S&A benefits from $76 to $85 in the first year, $95 in the second year, and $105 in the third year.

Shorter Worktime

Reductions in worktime negotiated in 1982 took the form of additional paid holidays, longer paid vacations, and reduced service requirement for vacations.

The Ladies' Garment Workers won a 16th paid holiday in a contract with the Women's Apparel Store Association. A 12th holiday was added by the IUE to a contract with Sanyo Manufacturing Corp. in Forest City, Ark. The pact also included improvements in pension benefits, life insurance, S&A and hospitalization coverage. The ILGWU and ACTWU also added 12th paid holidays in contracts with the San Francisco dress and sportswear industry and New York City neckwear companies.

OCAW achieved an 11th paid holiday at the Minnesota Mining & Manufacturing Co. The Machinists negotiated additional holidays at the General Dynamics facility in Pomona, Calif., bringing the number to 10 in the first year and 11 in the second. ACTWU

added an additional personal holiday at the American Enka Co.

Communications Workers at General Telephone Co. of Indiana won a 12th paid holiday, and workers with 25 years service will get an additional, fifth week of vacation.

Besides adding an 11th paid holiday, apartment building Service Employees covered by a contract with the New York City Realty Advisory Board will receive full pay for unused sick leave instead of 70 percent. Pennsylvania Power & Light Co. employees in Allentown, represented by IBEW, will be eligible for an additional day of vacation if they have no sickness or injury absences during the year.

At Colgate-Palmolive, workers represented by OCAW and the Chemical Workers will receive six weeks vacation after 25 years of service, down from 30. Service requirements for four weeks of vacation were reduced to 10 years from 12 by the Service Employees in Chicago apartment buildings, to 12 years from 15 by Paperworkers at Mead Corporation, and to 15 years from 18 by the Service Employees at the East Ohio Gas Co.

Woodworkers at Weyerhaeuser Co.'s Dierks Division will now have three instead of two weeks vacation after eight years of service. At the Gulf States Utilities Co., IBEW members will be eligible for four weeks of vacation after 17 years, instead of 18, and for five weeks after 26 years, rather than 27.

Broadcast engineers at CBS affiliate stations represented by IBEW who work on a holiday will receive a paid day off in addition to premium holiday pay. The ACTWU contract with the Clothing Manufacturers Association provides for paid leave for service on trial juries.

PAC Contributions

Union interest in negotiating payroll checkoff clauses for contributions to union political action committees (PACs) has been growing in response to the proliferation of corporate, trade association, and conservative PACs. Checkoff provisions make it easier for workers to contribute voluntary funds to their union PACs for use in supporting pro-worker candidates in state and federal elections. In its coordinated bargaining role, the IUD helped secure political action checkoffs for participating unions at Square D, Rockwell International and GTE. In its contract with the New York League of Voluntary Hospitals & Homes, the SEIU also established a PAC checkoff.

In some cases, PAC checkoff clauses can be achieved on demand. Under federal election law, if a company sets up a payroll deduction or checkoff plan for political contributions from its shareholders or managerial employees, it must give the union the right to use the same type of payroll deduction system for the political contributions of its members.

Comparable Worth

Progress at the bargaining table to assure equal rights for women workers and other minorities continued in 1982. In the area of "comparable worth"—paying equal wages to workers in jobs that require similar levels of skill and effort, even if the jobs themselves are different—the New York State Civil Service Employees Association, an AFSCME affiliate, won agreement from the state to earmark $500,000 for a pay equity study. The CSEA represents 100,000 clerical, administrative, institutional, and blue collar workers.

Legal Services

Under a new comprehensive legal services plan established at General Motors by the UAW, with financing by company contributions of 3 cents an hour, legal representation will be provided by the plan's staff attorneys to workers, retirees, spouses and dependents.

The Sheet Metal Workers negotiated a legal services plan, financed by contractors' contributions of 15 cents per hour worked. Prepaid legal services were also secured by the UFCW at Stop & Shop supermarkets in Connecticut, and by the SEIU with the Bronx Realty Advisory Board.

Job Safety

Worker safety was a key issue in many contract talks in 1982. Joint union-management safety and health committees were established by ACTWU in bargaining with the Clothing Manufacturers Association, and by the Retail, Wholesale & Dept. Store Union at New York City area Bloomingdale's stores.

In its UAW contract, General Motors agreed to establish and finance an internal occupational safety and health advisory board, composed of five recognized scientists.

Office worker safety was addressed in contracts between the RWDSU and the Legal Aid Society of New York, and between the IBEW and Niagara Mohawk Power Co. Both agreements provide for free, regular eye exams for workers using video display terminals.

Other Provisions

Multilingual work rule and job posting was an innovative feature of the Boston hotel contract. The HERE in Boston represents workers from 80 countries, and the postings will be in four major languages. That contract also contained new clauses giving workers protection from sexual harassment and discrimination.

At General Dynamics' Electric Boat Division, the 11-union Metal Trades Council won a change in the investment plan permitting employees to invest 10 percent of their earnings, instead of the previous 4 percent. The company will match half the amount.

The Machinists' contract with the Motor Car Dealers of Greater Kansas City increased the tool insurance maximum to $5,000. Philadelphia Fire Fighters won an $80 annual allowance for upkeep of uniforms.

Many construction industry contracts increased employer contributions to industry promotion and advertising funds. For example, a contract between the Plumbers & Pipefitters and the Association of Contracting Plumbers in New York provides for an increase in employer contributions from 13 cents to 16 cents per hour worked. The Carpenters' contract with the Construction Employers Association of North Central West Virginia doubled the contribution to 10 cents an hour. Ironworkers in western Pennsylvania and Operating Engineers in the Ohio Valley also saw increases in employer payments to industry promotion funds.

In a contract with Health Employers, Inc., in Minneapolis-St. Paul, the Service Employees established an education development program that will pay 75 percent of the cost of tuition, required fees and books, up to a yearly maximum of $250.

* * *

These developments represent some of the important trends that emerged from major contract bargaining in 1982. They reflect the specific needs of the workers involved and the particular circumstances under which different contracts were negotiated.

Although most settlements provided for significant improvements in wages, benefits and working conditions, the state of the economy and the troubled financial condition of certain firms and industries led some unions to seek agreements that protected members from crushing job losses. Where wage concessions were made, however, unions generally were successful in securing offsetting benefits in other areas and enhanced job security provisions.

Collective bargaining in 1982 thus was characterized by innovative responses from unions that helped moderate the negative effects of both recession and long-term structural change in the economy.

In addition to the advances noted here, thousands of other improvements were achieved in contract settlements throughout the country. Some smaller contracts, for example, provided unique benefits not found elsewhere. In 1983, unions are continuing to pursue new avenues of bargaining on behalf of their members.

Twisting Quality Circles . . .

Continued from Page 9

the truth or what they (management) told me to tell you?"

● According to one facilitator, management at Ethicon is using mostly "scare tactics" to dissuade employees from supporting the union. "They (management) are afraid that if you give employees information, they will vote for the union. . . . They treat workers like kids."

Regarding my research topic of teams, I consider the production team or quality circle concept to be one of the most hopeful developments in American management theory. Such a concept could result in increased productivity and worker satisfaction. It is compatible with union or non-union status. Yet, in the hands of Ethicon management, this concept has become a psychological weapon to depress wages and benefits, without regard to its effects on productivity or worker well-being.

I have been told that management must wage a "psychological battle . . . if production suffers, we have three other plants nationwide to take up the slack." I fail to see how this attitude is compatible with healthy and productive employee-management relations. Ethicon management attempts to portray an image of progressive attitudes toward employees. Yet, apparently, as one facilitator told me, "they don't do what they say. They don't even believe in what they say."

At Ethicon, social psychology, as well as the team concept, has become an anti-union tool. According to Jaramillo, "the art of social psychology, and it is an art, is that you can plant the seed that will make people think like you think. . . . So I plant the seed in you to make you think the idea of doing what I want you to do was yours."

If successful, this manipulation of worker attitudes is justified by the fact that it can save Johnson & Johnson over $3 million a year in lowered wages and benefits.

Overvalued dollar linked to trade imbalance

Labor and management share a common concern in the current overvaluation of the dollar, which is largely responsible for America's unfavorable competitive position in foreign trade, AFL-CIO Research Director Rudy Oswald said.

High budget deficits and continued high interest rates are frequently noted as major factors in the overvaluation of the dollar, Oswald said in an address to the industrial relations section of the Business Roundtable, an association of corporate executives which examines public issues that affect the economy.

Focusing on the impact of international trade and competition on labor relations, Oswald said the AFL-CIO has long urged a policy of lower interest rates, and would attack the huge deficit facing the country not only with programs to spur economic growth but also with budget policies that would lower the rate of increase in defense spending, pay for increased defense spending with a progressive surtax, and close tax loopholes to raise revenues.

Joint interest

While there are alternative approaches to consider, he said, "there is little doubt that it is in the interest of both labor and management to correct the problem of the overvalued dollar."

The rising dollar is quickly offsetting a declining trend in relative U.S. unit labor costs, Oswald warned. If international trade among industrialized countries were determined by relative labor costs, U.S. manufactured products should have been much more internationally competitive in 1981 than in 1960. For unit labor costs in manufacturing rose less rapidly in the United States than in 10 other advanced industrialized nations during the past two decades, according to Bureau of Labor Statistics data, he said.

Administration reluctance

In order to deal with the competitiveness problem the nation is experiencing, it is necessary to deal with the basic elements—high budget deficits and high interest rates at home—and not make workers' wages a scapegoat. But, he said, the Administration has steadfastly refused to take specific action to relieve the exchange rate problem.

Besides cheapening imports and increasing the price of exports, the overvalued dollar encourages U.S. firms to produce and invest more abroad rather than export from the United States, Oswald observed. He pointed out that while capital expenditures for domestic manufacturing will decline by 3.2 percent in 1983, U.S. firms plan to increase their investment overseas by 3.6 percent this year.

The matter of foreign investment is one that raises issues of transferring technology, jobs and scarce capital abroad, as well as the dependence of firms upon the demands of foreign governments, Oswald said. But the problems of trade are more than an overvalued dollar, he observed.

Successive rounds of tariff reductions have not resulted in trade "liberalization." Instead, a new array of trade-distorting practices has developed overseas, including nontariff barriers such as quotas and stringent inspection requirements, export subsidies and incentives, industrial targeting programs, and trade arrangements such as performance requirements, coproduction, offset, and barter agreements.

Meanwhile, other countries view the United States from the perspective of "buy from the U.S. what you need in order to acquire the technology and essentials to develop your own economy and treat the large U.S. market as a stepping stone to economies of scale and 'international competitiveness,' " Oswald said.

Import invasion

Import penetration has steadily increased, beginning with the most basic, labor-intensive productions in the late 1950s, through much of basic industry in the 1960s and 1970s, now reaching into the full range of the most advanced, technology-intensive products, from integrated circuits to jet aircraft, he noted.

"A disturbingly large share of these imports benefit from unfair foreign trade practices and have produced devastating injury to American industries—without any adequate response under U.S. trade law," he added.

"Considering the recent pattern of world trade, it is all too likely that economic recovery in the United States will be marked by surge after surge of imported goods anxiously seeking an outlet, leading to the paradoxical result that recovery will further erode our domestic industries," he said.

Lost jobs

The recession and the deteriorating trade situation have reduced production jobs in manufacturing by 3 million since 1979, a 20 percent contraction, he said, citing a recent Commerce Dept. analysis showing the United States lost 1.3 million export-related jobs between 1980 and 1982, with the bulk of these in manufacturing. The number of production jobs in the steel industry has declined by 50 percent, and in most other metal and machinery industries by 25-40 percent.

A common thread running through the economies of countries that have grown faster is their adoption of a coordinated industrial policy that systematically includes the views of business, labor, and the public, said Oswald.

"By contrast, the Administration would have the United States at the mercy of the 'unseen hand,' " he said, referring to Adam Smith's classical economics philosophy. "It is time to deal directly with the nation's many concrete and visible problems."

Tuition tax credit seen undermining public education

Tuition tax credits would shortchange the nation's public schools and set back efforts to improve the quality of education, the AFL-CIO and the American Federation of Teachers testified before the Senate Finance Committee.

AFL-CIO Education Director Dorothy Shields and AFT President Albert Shanker voiced labor's objections to a Reagan Administration proposal to give a federal tax credit to parents of children attending private elementary and secondary schools. The credit would be 50 percent of tuition up to a maximum that would start at $100 a year and rise to $300.

Effect on quality

The inevitable effect of such a tax credit would be to weaken the concept of high quality free public education, Shields testified. She noted that the $300 tax credit for private school tuition is less than the per pupil expenditure of federal aid to education in 32 states.

Shanker said the tuition tax credit would divert scarce public funds to benefit only the "10 percent of school-age population whose families are on the whole, better-off economically than the population in general."

Once enacted, he predicted, tuition credits would be expanded, with a heavy drain on federal tax revenues and an exodus of children to private schools. The public schools would then be left with a high concentration "of students with the most difficult and expensive educational and behavioral problems," Shanker warned.

The Administration's tuition tax credit proposal could also fund part of the tuition costs of sending children to schools run by assorted cults and political extremists, he noted.

Shanker questioned in his testimony how the Administration can justify a diversion of educational assistance to tuition rebates when so many of the school aid programs "serving children with the greatest economic and educational needs are being slashed and eliminated."

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May Day in Israel

An American trade union delegation led by AFL-CIO President Lane Kirkland (front row with cap) joined marchers in the annual May Day parade in Jaffa, Israel. The delegation was the guest of Histadrut, the Israeli labor federation. To the left of Kirkland are Israel Kessar, Histadrut's deputy secretary-general and Yeruchim Meshel, Histadrut's secretary-general. Kirkland met with Prime Minister Menachem Begin and other national leaders, and, as honorary chairman of the Hapoel Games committee, officiated in the opening ceremonies.

5-year specialty steel quotas asked

Steelworkers President Lloyd McBride and leaders of the specialty steel industry have asked the Reagan Administration to impose import quotas for five years on specialty steels, rather than the three years recommended by the International Trade Commission.

McBride and Adolph Lena, chairman of AL Tech Specialty Steel Corp. and of the advisory committee of the specialty steel trade association, detailed their reasoning in a letter to President Reagan, who has until July 6 to determine a remedy for the industry. If he accepts or modifies the ITC recommendation, Congress has 90 days to overrule his decision.

The Steelworkers and specialty steel companies sought relief from subsidized imports 18 months ago. In April, the ITC ruled the industry was being injured by imports and on May 6, recommended quotas for three years.

The letter by McBride and Lena contended that five years of quotas is required to permit the industry to make investments needed to stay technologically advanced and is consistent with the industry's investment cycle. It would also allow the current world excess capacity in specialty steel production to be reduced.

The letter charged the restraints recommended by the ITC are inadequate as the minimum import levels are so large that "domestic demand would have to increase substantially, to near historic peak levels, before the restraints would have any effect."

Fixed share

The ITC recommendations call for a 3-year system, retroactive to Jan. 1, 1983, that allocates a fixed share of the market to each of the major steel-producing countries involved, including France, West Germany, Japan, Spain and Sweden. The specialty steel products affected by the decision include stainless steel sheet, strip, plates, bar and wire rod and alloy tool steels.

The current import levels, the ITC recommendations and the industry recommendations are:

- Stainless steel sheet and strip: current level of 13.4 percent; ITC recommendation, 8 percent, and industry seeks a 5.9 percent limit.
- Stainless steel plate: Current, 12.4 percent; ITC, 10 percent, and industry, 2.7 percent.
- Stainless steel bar: Current, 30.1 percent; ITC, 17 percent, and industry, 13.6 percent.
- Stainless steel wire rod: Current, 50.6 percent; ITC, 42 percent, and industry, 23.8 percent.
- Alloy tool steel: Current, 48.6 percent; ITC, 20 percent, and industry 16.7 percent.

Lena told reporters that the industry's problems are not caused by failure to be competitive. "We need relief from unfair trade practices. We are by far the lowest cost producer when the total costs are considered."

John Oshinski, Steelworkers political action representative, said wages are only 8 to 15 percent of specialty production cost. It would be devastating to the nation's electronics and defense industries to lose this domestic production source.

An American tragedy

Union witnesses urge House committee support of a bill to require advance notice and government scrutiny of plant closings. Ernest J. Donnelly, who headed the Clothing & Textile Workers local in Scottsboro, Ala., testifies about the abrupt closing of the Ballet Fabrice plant there, with only four days notice to the 536 workers. He was accompanied by ACTWU Sec.-Treas. Jack Sheinkman, left, and Joe Zappa, president of Auto Workers Local 212 in Detroit. The hearings were at the Industrial Union Dept. legislative conference.

Aerospace talks to focus on IAM role in technology

St. Louis—Full participation in the introduction of new technology emerged as a key bargaining goal at the Machinists aerospace conference here.

Improvements will also be sought in wages, cost-of-living adjustment formulas, pension, life and health insurance, medical benefits, savings programs, vacations and holidays and compensation for layoffs and plant closings.

Contracts negotiated in 1980 with the three major firms—Boeing Co., Lockheed Corp. and McDonnell Douglas Corp.—all expire in October, and bargaining for new agreements covering about 200,000 workers will open in late summer.

IAM Vice President Justin Ostrow, who will direct the negotiations, told the 170 participants that the aerospace companies were profitable in 1982, and that he has already been told by Lockheed that the company does not plan to seek contract concessions.

Model contract

The conference approved a nine-point model contract provision to deal with the effects of new technology. The proposal stresses full union participation in planning and introduction of new technology in the workplace and pay and classification protections for workers.

Among the major points of the proposal is a provision recognizing that there are sound economic and social reasons for the utilization of advanced technology that will benefit both management and workers, but stressing that new technology will not be used to eliminate jobs, erode working conditions and skills or undermine the collective bargaining agreement.

Job protections

The IAM will also ask for strong provisions against layoffs and assuring that new or changed job classifications will remain in the bargaining unit at negotiated rates of pay, never to be less than rates prior to the introduction of new machinery. Employees already in the bargaining uint would be given preference by seniority in filling new or changed jobs, and employees who are displaced would be guaranteed no reduction in pay or benefits.

Management will be asked to assure employees full access to training for new or changed jobs within the company, or if that is not feasible, for jobs elsewhere in the community.

The Machinists will also seek at least six months notice and full information prior to the introduction or expansion of any "computer-aided system for information-gathering on the shop floor."

House figure higher

Senate budget limits jobless health funding

A sharply divided Senate struggled over the final shape of a budget resolution, but some early votes gave an insight into the prospects for recession relief legislation.

Early in the budget process, the Senate approved inclusion of funds for a scaled-down health insurance program for the unemployed. But first it rejected, 63-36, a labor-supported alternative that would have matched the level of assistance the House approved in its budget resolution.

The Democratic amendment to the budget, sponsored by Senators Edward M. Kennedy (Mass.) and Donald W. Riegle, Jr. (Mich.), would have designated $900 million for the balance of this fiscal year to help fund a health insurance program for workers who lose their jobs, rising to $2.7 billion in each of the next two years.

Instead, the Senate approved the compromise offered by Sen. Bob Dole (R-Kan.) for a budget figure of $200 million through September, $900 million in the new fiscal year and $700 million the following year. It was adopted by a 90-9 vote with the opposition coming from a hard core of right-wing Republicans who share the Reagan Administration's opposition to any federal funding of health care for the jobless.

Workers must pay

The Administration proposal would require employers to let workers continue health insurance coverage for a limited period after they are laid off, providing they pay for the premium cost themselves.

Dole noted in arguing against the larger-scaled Kennedy-Riegle amendment that the House had approved the higher amount and the Senate should hold to a lower level to provide "room for negotiation."

But the future of congressional budget action this year was still very much up in the air as the AFL-CIO News went to press. The Republican majority had disintegrated on the issue, with a group of five moderates holding out for a substantial rollback in scheduled tax cuts in order to keep down the deficit. This caused the White House to send an angry message that the President would rather see no budget resolution at all than a rise in taxes.

Democrats had their own plan, and both parties were divided over the level of defense increases.

Repair bid rejected

The Senate rejected an attempt by Sen. Howard M. Metzenbaum (D-Ohio) to repair the damage done by the last Congress to the extended unemployment insurance program. But Republicans promised in the course of debate to support a budget waiver to add money for the supplemental unemployment insurance program if the jobless rate stays high.

Meanwhile, a labor-opposed campaign to repeal the scheduled July 1 start of income tax withholding on dividends and interest threatened to add to the already huge deficit projections.

The Senate has already voted to postpone the withholding tax for at least four years, with little likelihood of its continuance thereafter. Now, a discharge petition to force a repeal bill out of the House Ways & Means Committee received the necessary 218 signatures—a majority of the full membership of the House.

The repeal measure is opposed by House Democratic leaders—and by President Reagan as well. The Ways & Means Committee will decide whether to bring out its own bill or await proceedings under the discharge petition rule.

Union campaign seeks to ease paper company's hard line

Nashville, Tenn. — The Paperworkers have launched a campaign to improve deteriorating relations with International Paper Co. that includes taking the union's concerns over the company's increasingly anti-union policies directly to its directors and stockholders.

UPIU officers and staff, as well as members of other AFL-CIO unions and representatives of community organizations, attended the company's annual meeting Apr. 12 in Los Angeles to urge IP officers, directors and stockholders to review and improve the company's relations with UPIU.

Paperworkers President Wayne E. Glenn, in a statement released prior to the meeting, said the union has already begun contacting its local unions, explaining the problems with International Paper and outlining the company's corporate connections with other consumer-oriented companies, financial institutions and insurance companies and major stockholders, among them several large public employee pension funds.

UPIU said about 90 of the 130 persons who attended the three-hour shareholders' meeting were present to express their support for the union's positions, and many made speeches and questioned IP Chairman Edwin A. Gee about the company's record in labor relations.

Anti-union tactics

Among the tactics questioned, the union said, were threats of plant closings, provocations of strikes, the use of anti-union consultants in programs both at organized and unorganized plants, attempts to press for decertifications, increasing "give-back" demands on health insurance and other contract provisions, and "intransigent" and "hard-nosed" attitudes toward the handling of grievances.

"In effect what we told the company was 'you have embarked upon a policy to undermine the union representation of your employees, and that policy has been consuming enormous amounts of time, energy and money—all of which could be better spent on iimproving labor relations,'" Glenn said.

In his statement in the union's newspaper launching the campaign, Glenn noted that the UPIU has had contracts with the company since the turn of the century. In the last 10 years "we have watched International Paper adopt a more hostile and antagonistic approach to the union."

Slow recovery dims outlook for jobs

Continued from Page 1

tenth of a percent, seasonally adjusted, the Bureau of Labor Statistics reported. By another measure, which includes the armed forces stationed in the United States as part of the workforce, the jobless rate last month was unchanged from March at 10.1 percent.

But the government's figures do not take into account those Americans so frustrated by the lack of openings that they have given up searching or those working part time because full-time jobs are not to be found.

If the 1,764,000 so-called "discouraged" workers tallied at the end of the first quarter, plus half of the 6-million Americans employed part time because they can find no other work, were added to the 11.3-million counted officially as unemployed by the BLS, the nation's jobless rate would stand at 14.5 percent with 15.3-million people unemployed, the AFL-CIO calculated.

Help for the needy

"Clearly, the Congress is on the right track in expediting legislation to create jobs and to help the long-term jobless keep their homes through mortgage relief and to pay their health benefit costs," the federation said in a statement.

While the jobless rate is down from the recession peak of 10.8 percent last December, it remains much higher than the seasonally adjusted 7.2-percent rate of July 1981, when the 18-month Reagan Recession began.

Slow improvement

BLS Commissioner Janet L. Norwood told the congressional Joint Economic Committee that the April figures showed improvement in the overall labor market, with employment and hours of work registering gains, but acknowledged that "the unemployment rate tends to decline very slowly" as recoveries get under way because improving conditions tend to lure people back into the labor force faster than the market can absorb them.

The AFL-CIO statement found the April increase in manufacturing employment especially welcome. That sector of the economy has been hard hit by the recession. Employment in manufacturing rose 110,000 since March.

But the rise in unemployment among black workers from 19.9 to 20.8 percent between March and April is discouraging, the AFL-CIO said.

"The 20.8 percent is the same as the record high level of last winter, and the increase in joblessness among adult males to 9.8 percent shows the shallowness of the recovery."

The latest BLS report on employment showed that the total number of civilian jobs rose four-tenths of 1 percent, or 355,000, to an adjusted 99.5 million in April while the civilian labor force rose by 302,000 to 110,786,000. The number of jobless Americans decreased five-tenths of 1 percent, or 53,000, to an adjusted 11,328,000.

BLS said that employment gains last month were widespread, with nearly three-fourths of the 186 different industry groupings reporting gains. Almost all of April's employment gains were made by adult women, for whom the jobless rate declined to 8.4 percent, from 8.8 percent in March.

Hispanic rate drops

Rates for other worker categories showed a tenth of a percent decline to 8.9 percent for whites and a similar decrease to 23.4 percent for teenagers. The jobless rate for workers of Hispanic origin fell 1.7 percent to 14.5 percent over the month.

Jobless rates declined last month for workers in trade as well as manufacturing, BLS said. Construction jobs were up in April, but the industry's unemployment remained unchanged at 20.3 percent. Employment in the services industry rose by more than 100,000 for the second month in a row.

EDITORIALS

End Run at the NLRB

JUST TWO WEEKS ago, in this space, an editorial titled "Another Coop for the Fox" expressed the AFL-CIO's concern at the appointment of Hugh L. Reilly as solicitor of the National Labor Relations Board.

Was this an appropriate assignment for a lawyer recruited by the Reagan Administration from a top staff position with the National Right to Work Legal Defense Foundation, among the most virulent of anti-union organizations?

The foundation divides its energies between harassment suits against unions and fund raising, such as this appeal to the gullible: "If we fail to raise the money we need to pay for our court battles, the Union Bosses will be able to continue to burn, bomb, blackmail—even murder—and still get off scot-free."

Another sample is a so-called "national opinion survey on union violence," whose first "question" reads: "Labor union violence—arson, bombings, vandalism, etc.—is a major cause of property destruction in the United States. Do you think federal and local judges should make labor union officials pay to repair the damage they cause?"

WHEN THE Reagan Administration came to office two years ago, it picked Reilly from this cesspool and appointed him to a responsible but low-visibility post in the Labor Dept.—surely the proverbial fox put to guard the chicken coop.

Now he has been promoted, incredibly, to the agency that is charged by law with enforcing the right of workers to organize and bargain through unions of their choice.

The appointment boggled the imagination.

President Reagan's appointees to the NLRB have undertaken a bold power grab to minimize the independent role that Congress decreed for the labor board's general counsel.

The general counsel is the only NLRB official other than board members themselves who is appointed for a set term, subject to confirmation by the Senate. The incumbent, William A. Lubbers, is a 30-year NLRB career employee. But he was appointed to his present post during the Carter Administration and therefore, by definition, is suspect to the NLRB's new majority.

The Republican members of the board voted to strip the Senate-confirmed general counsel of authority over most NLRB court actions and over most of the agency's lawyers, transferring the authority to the solicitor.

Surely there are voices from both parties that will be raised against such an outrage. Surely Congress does not intend the NLRB to operate as a political spoils system.

Is a union-free environment the goal of this Administration as well as of its big campaign contributors?

Slowdown in Congress

HAS CONGRESS lost its sense of urgency about getting America back to work because the stock market has gone up and the unemployment rate has taken a barely perceptible dip?

It would appear so, to judge by the painfully slow pace of what was supposed to be the second phase of an economic recovery program.

This brutal recession has been the longest as well as the worst since World War II and in the absence of effective government action, the nation's economic recovery will be cruelly slow and dangerously incomplete.

There was some small encouragement in a House vote for a belated program of direct loans to help unemployed homeowners avoid foreclosure. The enlarged Democratic majority in this Congress thwarted the conservative coalition that dominated the House during President Reagan's first two years, a welcome byproduct of last November's election. But it is shocking that so few Republicans responded to the need.

The misery of unemployment for more than 11 million Americans hunting work and not finding it does not diminish because the squiggle on the unemployment graph moved from 10.3 to 10.2 percent.

The election's mandate was not for a do-nothing Congress.

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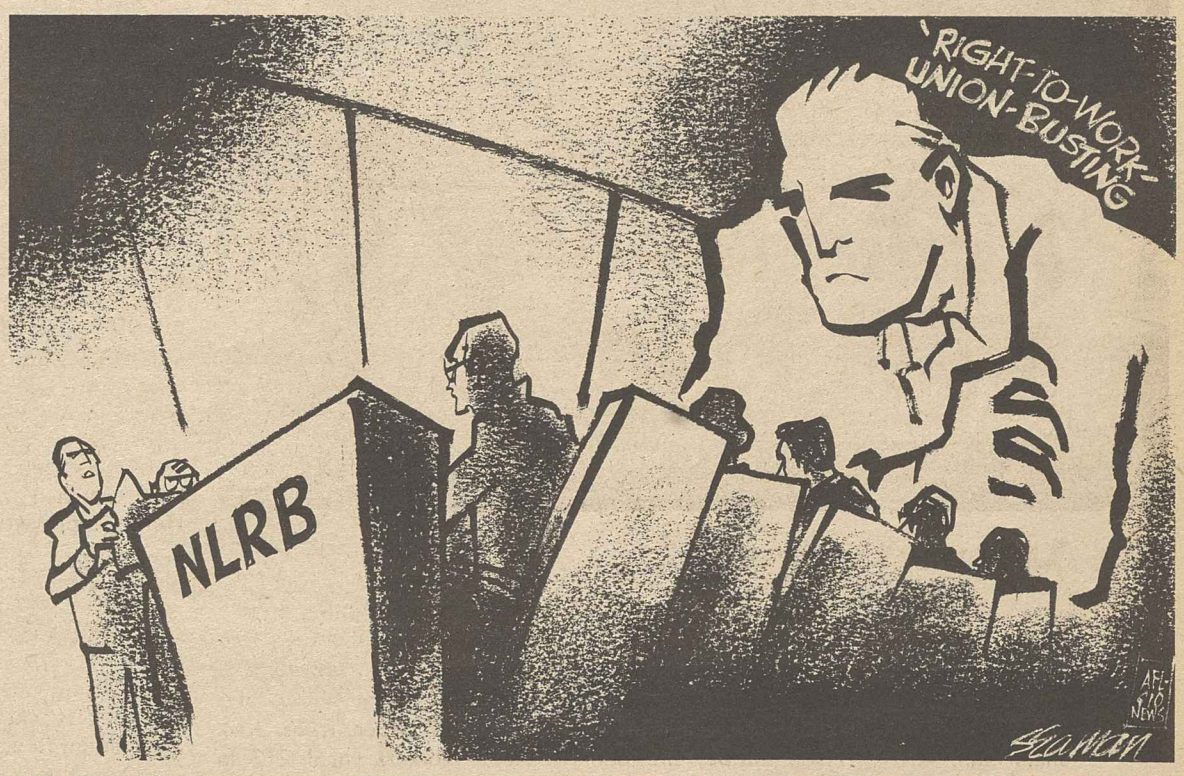

Washington Window

Forceful leader needed to inspire true mandate

By Press Associates, Inc.

Who among those seeking the White House will be willing and able to express a sense of national purpose that will inspire the voters to give him a genuine mandate?

As many people recognize by now, the "mandate" claimed by President Reagan was a myth, a public relations creation. Reagan won little more than half the vote; with only about half the voters casting ballots, he won half of one-half. Hardly a mandate.

Historian James MacGregor Burns believes that America urgently needs to break "The Deadlock of Democracy." That was the title of his book, published 20 years ago. In it, he argued, the nation must move toward the Jeffersonian model of politics if it is to solve its problems. This means real majority rule, a strong party system and a forceful leader.

Franklin D. Roosevelt was such a leader, Burns reminded veterans of the New Deal who gathered in Washington recently to commemorate the 50th anniversary of FDR's inauguration.

Burns said FDR got a bad press during his second term, but he proved his commitment to liberalism while reflecting his desperation.

Foes on all sides

Roosevelt, Burns recalled, "battled not only with his Republican and business foes but with the Supreme Court, with the barons of southern reaction and racism in the Congress, and with the more obdurate elements of the federal civil service."

FDR largely failed, said Burns, who criticized Roosevelt for his methods rather than his goals. Looking back, Burns said he now is enormously impressed with FDR's courage and commitment.

FDR's experience stands as a warning, Burns said, to any liberal Democratic candidate for the presidency who is serious about his liberalism. He will meet "the institutional slowdown and structural deadlock inherent in our curious system of government, probably the most complex, convoluted, and baffling system of any democracy."

Burns said most of today's politicians try to work within that system rather than mastering or reforming it. Such a system has much to commend it, Burns said, except that it can rarely plan in a comprehensive way to deal with the great problems of the nation.

Democracy's non-participants

Burns then offered a somber warning about "the one-half of the American citizens who are non-voters, non-participants in the greatest democracy on earth."

Isn't it extraordinary, he remarked, that after some 20 months of presidential campaigning, half the people fail to vote? After intensive media coverage, barrages of TV specials, acres of newspaper articles, the primary campaigns, convention campaigns and election campaigns—after all this, 50 percent of the voters stay home.

"History may not teach many lessons, but one it does teach, I think, is that people like this, who may seem apathetic and uncaring and uninvolved and unthreatening—people like these who seem quiet and even placid, will not endlessly remain patient but rather in the long run, even in the middle run, will turn against a system that cannot satisfy their fundamental needs, material and psychological."

Burns, who teaches at Williams College in Massachusetts and once ran for Congress in a hard-hit textile district, said he feels the people of such economically devastated areas will not tolerate many more episodes of dashed expectations.

"We have in short one more chance to make our system work—or to face an angry and disillusioned people ready to consider some other system rather than strengthening the one we have."

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Vol. 28, No. 19 SATURDAY, MAY 14, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
American Federation of Labor and Congress of Industrial Organizations

Lane Kirkland, *President*
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MEMO FROM COPE

'Confidential' GOP Plan

The first thing you have to understand about "confidential" reports like the one pictured at right is that they are mailed to millions and millions of people, making them as "confidential" as a network newscast. This kind of "confidential" report always is accompanied by a passionate appeal for funds, as this one was, and the "confidential" line makes it all seem more urgent to come across with a donation.

Nevertheless, just because it's pseudo-confidential doesn't mean the "victory plan" it unfolds isn't a serious one. It won't be the only plan Republicans come up with to win big gains in U.S. House elections in 1984, but it's the first one out of the gate and deserves some attention.

Its objective is to "lay the groundwork (in 1983) to elect from 26 to 50 new Republican members of Congress in 1984." The figures aren't plucked from thin air. Twenty-six is the total Democratic gain of House seats as a result of 1982 elections. Fifty is within a few of the over-all number of first-term Democrats elected in 1982. There were 56 of them.

The plan is the mirror image of the Democrats' campaign in 1982 based on the idea that the most vulnerable incumbents are the first-termers. In short, the newest in are the easiest to get out. It doesn't always work, but it's not a bad rule of thumb, either.

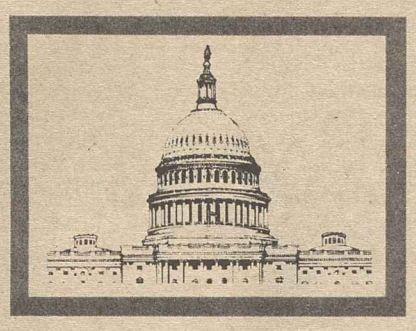
The "confidential" program includes funding this year for all GOP incumbents who do, or might, face serious challenges next year; active recruitment and training of candidates to oppose Democrats in marginal or potentially marginal situations; support services such as polling, research, use of the computerized GOP Information Network; a continuing flow of attacks against voting performance of Democratic incumbents for use by GOP groups and challengers in the home district; early funds for challengers and funds for national media ads hitting the Democrats.

The plan calls for $1 million in spending this year and $2.7 million over-all, rather modest figures in view of GOP fund-raising success of recent years, which runs in the range of 10-1 over the Democrats.

As with so many fund-raising communiques from GOP sources, "Big Labor Bosses" are used to goad contributors to cough up. GOP Congressional Committee Chairman Guy Vander Jagt not only warns that "Big Labor Bosses have already targeted dozens of Republicans for defeat," he says unless he gets his $2.7 million the GOP will be "overwhelmed by Big Labor dollars" in 1984.

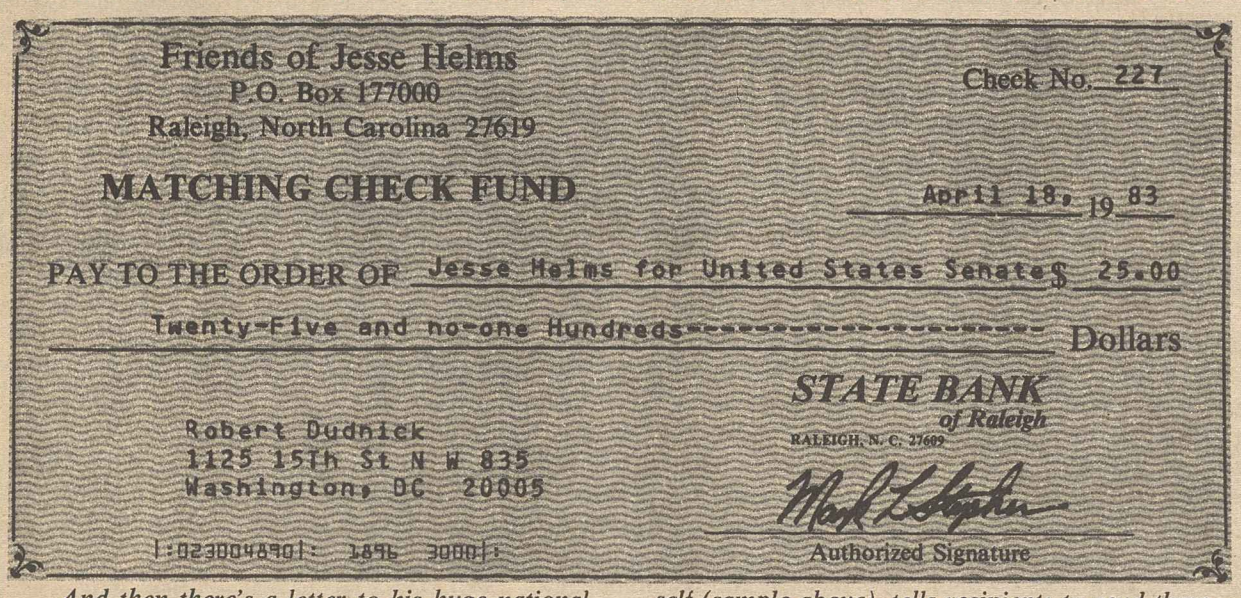
Speaking of "Big Labor dollars," do you have $2 for COPE?

GOP VICTORY PLAN
A Confidential Campaign Report



Prepared for:
Congressman Guy Vander Jagt, Chairman
and Committee Contributors

By:
National Republican Congressional Committee
Washington, D.C.



Friends of Jesse Helms
P.O. Box 177000
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Check No. 227

MATCHING CHECK FUND

April 18, 1983

PAY TO THE ORDER OF Jesse Helms for United States Senate $ 25.00

Twenty-Five and no-one Hundreds---------- Dollars

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Authorized Signature

And then there's a letter to his huge national mailing list from Sen. Jesse Helms, with a fund-raising gimmick charitable organizations have used but not candidates. It's the old "challenge" ploy. Helms claims some of his friends gave him $10,000 for his 1984 campaign for re-election but insisted he raise another $10,000 before he could use theirs. Helms encloses in his appeal two checks for small amounts made out to himself (sample above), tells recipients to send them back accompanied by two of their checks for the same amounts. Only then does Helms get the "challenge" money, or so he says. Considering that his own personal PAC, National Congressional Club, pulled in nearly $10 million in 1981-82, Helms—with or without his "challenge" money—is expected to be the most abundantly financed Senate candidate in 1984.

The PAC Picture: Bigger Than Ever

Political action committee (PAC) contributions to candidates for federal office in the 1981-82 election cycle soared to $87.3 million, a 45 percent jump over the 1979-80 cycle, latest figures released by the Federal Election Commission reveal.

While labor PACs—288 of them in all—were able to boost their aggregate contributions 47 percent over the previous cycle to $20.8 million—they were outgunned by the $29.3 million of corporate PACs and the $22.8 million kicked in by trade associations. (The biggest single contributor of all was a trade PAC, the Realtors Association, which donated $2,115,135 to candidates.)

Ideological PACs—right wing, conservative, moderate, liberal—among them contributed $11.1 million. But the direct contributions don't begin to tell the story of their political involvement, and this applies primarily to the right-wingers.

For example, spending on so-called "independent expenditures" campaigns is not included in figures on direct contributions. But these negative campaigns are the next best thing. They attack the candidate the sponsoring PAC wants to defeat, without urging a vote for the candidate it wants to elect.

This kind of campaign is the stock in trade of some right-wing PACs, notably the National Conservative PAC. NCPAC pioneered the tactic with great success in 1980 but then wound up with egg all over its face in 1982, when only one of its negative campaign targets was defeated, a defeat in which the NCPAC campaign played a minor role.

NCPAC blew $1 million in Maryland alone trying to topple incumbent Sen. Paul Sarbanes, but failed miserably. In all, NCPAC spent $3.2 million on negative campaigns.

For all the money they take in from contributors, right-wing PACs give precious little directly to candidates. Indeed, the bulk of their money goes into mailings to raise more money. For example, NCPAC and the National Congressional Club—Sen. Jesse Helms' (N.C.) own personal PAC—each hauled in receipts just shy of $10 million. NCPAC's direct contributions to candidates totalled only 2.6 percent of receipts, $263,171. The Congressional Club gave even less—$135,264, only 1.4 percent of receipts.

The price tag for 1980 elections at all levels—presidential, congressional, state, local, ballot issues etc.—was more than $1.2 billion, according to the Citizens Research Foundation. The group's study claims the figure was double the amount spent in 1976.

The total broke down this way: $275 million for presidential campaigns (including primaries, independent committee costs, federal matching funds), $239 million for congressional races, $265 million for state candidates, $200 million for local candidates, $95 million spent by PACs, $89 million by political parties and $40 million spent on ballot issues.

But it's a mistake to look upon this imbalance within rightist PACs between receipts and direct contributions as any indication of a failure of mission. Even though they struck out at the voting booth, every mass mailing they spend money on to collect money with is a potent piece of propaganda for their various causes. They spread the word and firm up the faithful, and they turn up new donors.

Their direct mail is a form of advertising and, since it always more than pays for itself, it's the cheapest way to reach and increase their tribe.

Among them, the 511 non-connected ideological PACs took in $64.7 million in receipts—the lion's share of this for ultra-conservative operations—nearly half the total receipts attracted by 1,310 corporate, 520 trade and 288 labor PACs.

Labor PAC contributions went overwhelmingly to Democratic candidates at the 94 percent level. Corporate committees split 66-34 for Republicans and trade groups 57-43 for GOP candidates. Large amounts of the Democratic share from corporate and trade PACs, however, went to so-called "Boll Weevil" conservative Democrats who provided a solid base of support in Congress for President Reagan's economic program in 1981-82.

Odd 'n End (Singular—there's just room for one)

UP FROM OBSCURITY, George Bush emerges from under the wraps that constrain all Vice Presidents and hits the speech-making circuit as a surrogate for the President. He tells a convention of Black Grand Master Masons that Reagan is being portrayed incorrectly and unfairly as a President by and for the rich. "He cares, he hurts, he's a human being," Bush says. All of which could well be true of the President, but he's got a funny way of showing it. You don't create massive unemployment, cut food stamps, health care, housing and education programs and earn a reputation as everybody's benefactor. This has been a public hang-up for this administration since the beginning. It gives to the rich, takes from workers and the needy and wonders why so many view it as uncaring.

AFL-CIO news

MAY 21, 1983
SATURDAY
VOL. 28, NO. 20

Immigration bill gains Senate approval, 76-18

Focus on workers

On location at the Machinists Labor Temple in Waukesha, Wis., camera crew tapes a segment of the AFL-CIO's new television series, "America Works." Here, Machinists Local 1377 President Abel Garcia, center, and IAM member Allen Levie of the Wisconsin Action Coalition discuss a program spearheaded by Levie that helps jobless workers obtain discounts on goods and services from merchants and public facilities. (Story, Page 5.)

Penalties set for hiring of illegal aliens

By Susan Dunlop

Immigration reforms approved by the Senate contain a number of features long sought by organized labor.

By a vote of 76 to 18, the Senate passed a measure intended to curb illegal border crossing and to legalize the status of undocumented workers who are already long-time residents in this country.

The bill is similar to the one passed by the Senate last year which died when the House failed to act on its own version. A companion bill on the House side this year could come up for floor action in July.

A key provision of the new Senate measure, supported by the AFL-CIO, makes it illegal to hire undocumented alien workers and provides for fines and criminal penalties for employers who knowingly do so.

The bill would require the President within three years to develop a counterfeit-proof identification system for all legal workers. In the meantime, employers would be required to examine documents certifying a potential worker's citizenship or legal resident status.

The bill also provides for a two-step program of adjustment to legal status for illegal aliens who are already established residents of their communities. The AFL-CIO favors legalization, but has called for a more generous, one-step program.

Employer pressure

Despite strong labor opposition, the Senate gave in to pressure from agricultural employers and approved language that would relax the restrictions on the so-called H-2 temporary worker program.

The system of penalties under the bill would apply to employers with four or more employees and would impose a civil fine of up to $1,000 per illegal worker for the first offense, $2,000 per worker for subsequent violations and a criminal mis-

Continued on Page 3

New triggers cut extended aid to jobless

By James M. Shevis

The shortcomings of the federal formula for determining the eligibility of jobless workers for extended and supplemental unemployment benefits was pointed up again when Ohio went off the extended program last week.

Even though its statewide unemployment rate is 13 percent, Ohio "triggered off" extended benefits because its insured unemployment rate did not meet the revised criteria put in effect last September by the Reagan Administration.

Extended benefits are paid in states where the insured unemployment rate, or IUR, is either 5 percent and 120 percent of the average of the previous two years, or 6 percent without regard to prior years. Before the Administration revised the program, with the consent of Congress, the triggers were 1 percent lower.

Jobless rate disregarded

Ohio's IUR fell short of the requirements. Its rate is 5.86 percent, and it does not meet the 120-percent level. On Apr. 30, for the same reasons, Indiana triggered off, even though its unemployment rate was 13 percent statewide and as high as 17 percent in some metropolitan areas.

Two other states — Rhode Island and Vermont—are also losing their extended benefits program because of the tight eligibility requirements, Arleen Gilliam of the AFL-CIO Dept. of Social Security said. Rhode Island, with an IUR of 5.78 percent, and Vermont, with a 5.96 rate, trigger off May 21. Neither state meets the 120-percent standard.

Once extended benefits trigger off, a state must stop paying the 13 weeks' extended benefits regardless of its IUR.

The AFL-CIO, which has long decried the inadequacy of the formula and sought remedial legislation, pointed out that it is virtually impossible for states that were hard-hit by high levels of unemployment two years ago to have an IUR that is now 20 percent greater.

"It is clear that insured unemployment rates are no measure of total unemployment, and are defective measures of the need for extended and federal supplemental benefits," AFL-CIO Social Security Director Bert Seidman said.

"The gap between total unemployment and insured unemployment continues to widen and the magnitude of this divergence cannot be explained even by the U.S. Dept. of Labor."

Revision urged

Seidman said that long-term jobless workers should be protected against income loss during all phases of the business cycle and that, at the very least, total unemployment rather than insured unemployment should be used as the trigger.

The insured unemployment is the percentage derived by dividing the number of workers filing claims for benefits by the number of workers in jobs covered by state unemployment insurance programs.

The AFL-CIO has long advocated a permanent program of supplemental benefits at all phases of the business cycle, giving jobless workers maximum total benefits of at least 65 weeks.

House votes to cancel withholding on interest

The House voted 382-41 to cancel a scheduled withholding tax on dividend and interest income that was expected to bring in billions of dollars of tax revenue that is owed but never collected.

The one-sided vote stemmed from a scare campaign manipulated by the nation's banks, which brought an avalanche of mail to congressional offices.

Once it became obvious the repealer would pass, members of both parties jumped on the bandwagon even though the measure was opposed by the AFL-CIO and the Reagan Administration, by the Speaker of the House and both the chairman and ranking minority member of the Ways & Means Committee.

The Senate earlier passed a bill to block the withholding requirement from taking effect for at least four years. Under a law passed by Congress last year, the withholding requirement is to start this July.

But the Senate will have to act anew, since the House considers any tax action initiated by the Senate a violation of the Constitution's assignment of revenue-raising initiatives to the House.

The Administration is trying to get Congress to adopt something less than total repeal, so as to give President Reagan an escape route from his declaration that he would veto any repeal of the withholding provision.

Bipartisan opposition had kept the repeal bill bottled up in the Ways & Means Committee until a discharge petition signed by 219 House members made floor action certain. The committee then sent the measure to the floor without recommendation under a no-amendment procedure.

On the rollcall, 225 Democrats and 157 Republicans voted for the repeal of withholding and only 32 Democrats and nine Republicans voted against it.

Continued on Page 6

LEGISLATIVE ALERT!

PAGE 8

Does Hugh Reilly have a right to work—and, if so, where?

The National Labor Relations Board was willing to let Hugh L. Reilly go back to his former job at the Labor Dept. for an indefinite period.

But the Labor Dept., it turned out, didn't really have an "urgent need" for his services and, in fact, didn't even want him back.

It was an embarrassment all around.

Reilly's background as a staff lawyer for the anti-union National Right to Work Legal Defense Foundation had raised some eyebrows when he was hired for a high-level Labor Dept. staff job in 1981.

It created a swirl of controversy when Reilly was first appointed to the post of solicitor of the NLRB and then entrusted by the board's Republican majority with the important enforcement powers traditionally exercised by the independent office of the NLRB general counsel.

Then came a letter dated May 17 to NLRB Chairman Donald L. Dotson and other members of the labor board. It was signed by Ronald J. St. Cyr, who is acting Assistant Secretary for Labor-Management Relations. That's the Assistant Secretary of Labor post that Dotson held before he became NLRB chairman earlier this year. Both St. Cyr and Reilly, it happens, worked directly under him.

St. Cyr wrote that Reilly's departure from the Labor Dept. had left his old office in a real bind because there was no one else with the expertise to deal with intri-

Continued on Page 6

The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

5/21/83

NLRB order to bargain hits Equitable Life

The National Labor Relations Board found the Equitable Life Assurance Society guilty of unfair labor practices and ordered the company to bargain with Service Employees District 925.

The union represents claims processors at Equitable's Syracuse, N.Y., group benefits office, who have been trying to negotiate a first contract since early in 1982.

The NLRB's summary judgment requires the company to begin bargaining with the union within 20 days of the May 4 ruling.

District 925 President Karen Nussbaum, said the NLRB decision "destroys the company's contention that they are pursuing legitimate legal means of denying the employees their rights." Equitable "has been breaking the law all along, and they continue to violate the law," she charged.

Union hopeful

Nussbaum said the union "hopes the company will abide by the order" and begin bargaining, but she pointed out that if the company doesn't comply within the 20-day limit, the board must take the case to the U.S. Court of Appeals for enforcement.

The SEIU pledged to continue its boycott of the company's insurance policies if Equitable pursues its "legal delaying tactics to avoid bargaining a fair contract." The boycott was endorsed by the AFL-CIO Executive Council in February.

The 83 claims processors, most of whom are women, voted to be represented by District 925 in February 1982, and the union was certified as the bargaining agent the following June.

The workers had contacted SEIU in the summer of 1981.

Issues in the organizing campaign were low pay, lack of respect from management, arbitrary job classifications and the introduction of new technology such as video display terminals "without regard for human needs or safety."

The company's objections to the election, the first time clerical employees in the company have voted for a union, were denied by the NLRB last October.

Exploring job hazards

Eula Bingham, former Occupational Safety & Health Administration director, tells the 175 delegates to the Machinists 1983 job safety and community services conference that worker concessions in workplace safety and health measures amount to "bargaining for death, disease and deformities." She faulted OSHA's lack of direction and total inaction under the Reagan Administration. At left are Dr. Thomas F. Mancuso, IAM occupational health consultant, and George Robinson, the union's director of safety, health and community services.

Gordon Freeman dies at 86, president emeritus of IBEW

Gordon M. Freeman, president emeritus of the International Brotherhood of Electrical Workers, died May 13 of pneumonia at a Kensington, Md., nursing home. He was 86.

Freeman was elected president of the IBEW in 1955, a post he held until his retirement in 1968 when he was named president emeritus. He had also served as a vice president of the AFL-CIO Building & Construction Trades, Metal Trades and Industrial Union Departments.

In addition, Freeman served as vice chairman of the President's Committee on Employment of the Handicapped under Presidents Eisenhower, Kennedy, Johnson and Nixon. He was a member of the Advisory Council on Social Security from 1963-65.

IBEW President Charles H. Pillard praised Freeman as "a man who lived for the labor movement, a staunch leader of the IBEW who dedicated his life to the cause of working people."

In a letter to Freeman's wife, Virginia, AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue noted "the grateful and affectionate regard in which he was held by tens of thousands of IBEW members who benefited from his great gifts of leadership." For all those who "like ourselves, had the good luck to benefit from his great gifts of friendship, his memory will remain bright and permanent," Kirkland and Donahue wrote.

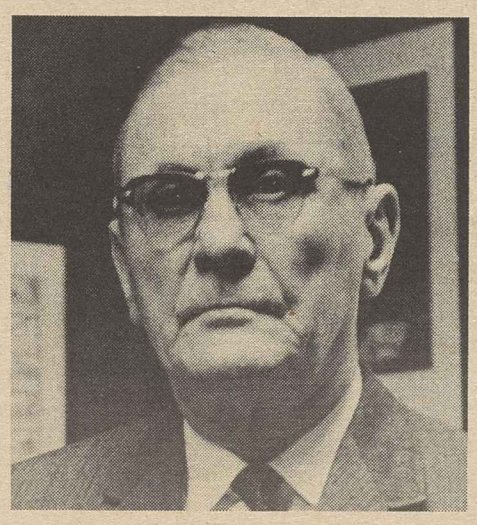
In a letter to Pillard, they cited Freeman's "lifetime of dedicated service" to the union, helping to make it "the strong and flexible instrument for improving the lives of its members that it is today. In so doing, he helped advance the cause of workers throughout the nation and the world."

Freeman, a native of Portsmouth, Ohio, was initiated as an apprentice wireman there in 1913. He later served Local 575 as president, business manager and treasurer, and he was business manager of the area's building trades council until he became an IBEW international representative in 1930.

In 1944, he was elected vice president of the union's Fourth District, a post he held until his election as president. The district includes Washington, D.C., Maryland, Ohio, Virginia, West Virginia and Kentucky.

During his years as an international representative, Freeman was active in organizing and servicing union members at the Tennessee Valley Authority, and he is credited with designing and putting in place the uniform apprenticeship program for TVA workers, the first such program on a government installation.

Besides his wife, survivors include one son, two grandchildren and five great grandchildren.



GORDON FREEMAN

Unemployment in 41 states climbs above 1982 levels

The government reported higher unemployment rates in 41 states and the District of Columbia between March 1982 and March 1983, with 26 of the jurisdictions posting rates of 10 percent or more.

West Virginia, with a rate of 20.1 percent, had the highest jobless rate in the nation, while Johnstown, Pa., at 24.6 percent, continued as the city with the highest rate, the Bureau of Labor Statistics reported.

Following West Virginia at the high end of the scale were Michigan, 17 percent, and Alabama, 15 percent.

The figures are not adjusted for seasonal factors. The nationwide unadjusted unemployment rate in March was 10.8 percent. In April it dropped to 10 percent. The seasonally adjusted rate generally used by most economists was 10.3 percent in March and 10.2 percent in April.

BLS said a cutback in mining employment was the main cause for West Virginia's continuing high rate, while declines in manufacturing were the principal reasons for the high joblessness in Alabama and Michigan.

In addition to West Virginia, Michigan and Alabama, jobless rates were 10 percent and over in the following jurisdictions: Alaska, 12.1 percent; Arizona, 11.1 percent; California, 10.9 percent; District of Columbia, 10.4 percent; Idaho, 12.7 percent; Illinois, 12.5 percent; Indiana, 12 percent; Kentucky, 11.6 percent; Louisiana, 12.1 percent; Maine, 10.7 percent; Minnesota, 10.2 percent; Mississippi, 11.6 percent; Nevada, 11.3 percent; New Mexico, 10.6 percent; Ohio, 13.7 percent; Oregon, 12.2 percent; Pennsylvania, 13.9 percent; Rhode Island, 11.1 percent; South Carolina, 10.9 percent; Tennessee, 12.3 percent; Washington, 12.4 percent; Wisconsin, 12 percent; and Wyoming, 11.2 percent.

Among 234 major metropolitan areas reporting over the year, 183 experienced rising joblessness, BLS said. Five areas had jumps of at least 6 percentage points over the year: Johnstown; Duluth-Superior, Wis.; Beaumont-Port Arthur, Tex.; Peoria, Ill., and Pittsburgh.

Leading rate

Johnstown's jobless rate of 24.6 percent was down only slightly from February's leading level of 25.9 percent. Other high unemployment areas included Modesto, Calif., 22.9 percent, and Muskegon-Norton Shores-Muskegon Heights, Mich., 20.9 percent.

Nonfarm payroll employment fell in 40 states and the District of Columbia during the reporting period, BLS said. Job losses were concentrated in manufacturing, mining, construction, and transportation and public utilities. Factory jobs declined in virtually every state over the year, BLS said.

Four states reported job losses of more than 100,000 between March 1982 and March 1983—Pennsylvania, 180,000; Texas, 170,000; Illinois, 140,000, and California, 130,000. Declines in factory jobs accounted for nearly three-fourths of those reductions.

Reagan taps O'Donnell for Labor Dept.

AFL-CIO Vice President John J. O'Donnell has been named by President Reagan to the post of assistant Secretary of Labor for legislative affairs.

O'Donnell has served on the federation's Executive Council since February 1979, and from 1971 to 1982, was president of the Air Line Pilots. He is a non-voting member of the Republican National Committee's executive committee and a member of the Republican Party labor advisory counncil.

The Senate Labor & Human Resources Committee will schedule confirmation hearings after the nomination has been officially submitted by the White House.

On confirmation by the Senate, O'Donnell will carry out some of the duties previously held by Donald Shasteen, who was deputy undersecretary of labor for legislation and intergovernmental relations. When Shasteen moved to another Labor Dept. position, his duties were divided. Paul Russo was named in February to be deputy undersecretary for intergovernmental affairs and O'Donnell will fill the vacancy in the legislative affairs area.

He is currently on leave of absence from Eastern Airlines where he has been employed since 1956. Before his election as ALPA president, he served on a number of local and national negotiating committees for EAL pilots.

ILO conferee

Since 1970, O'Donnell has been an AFL-CIO representative at International Labor Organization sessions and conferences on aviation issues. He is also a member of the AFL-CIO Standing Committee on Community Services and is the labor representative on the United Way board of governors and executive committee.

O'Donnell represented the ALPA in the International Federation of Air Line Pilots Associations, the international trade secretariat. He has been a member of the Labor Dept.'s Policy Advisory Committee on Multilateral Trade Negotiations and served on many civic and professional panels.

IBEW agreement covering 3,000 signed at Hoover

North Canton, Ohio—Members of International Brotherhood of Electrical Workers Local 1985 overwhelmingly approved a new three-year agreement with Hoover Co. providing substantial wage and benefit improvements, and averting demands by the company for concessions in the health care plan and in wages.

The contract, ratified by a vote of 1,902 to 98, covers 3,000 workers at four vacuum cleaner and floor care appliance facilities in the area.

The wage settlement provides a basic increase of 96 cents an hour over the life of the contract. Local union President Jim Gensley said that additional rate adjustments for workers doing piece work will bring average gains to over $1 an hour.

Under the old agreement the average hourly rate was about $10 for most workers, with piece rate workers earning up to $14.50 an hour, Gensley said.

Other improvements were scored in pensions, shift formulas, sickness and accident benefits, life insurance, dental and prescription plans, and Dec. 24 was added as a 15th paid holiday.

Although the company had sought changes in the health care plan that would have reduced benefits, they were later withdrawn from the bargaining table. The union and Hoover agreed to establish a joint committee to study the problem of rising health care costs and find ways to contain them. In addition, several improvements were won in the plan including coverage for added testing, second opinions, and for workers on leave of absence or awaiting the outcome of contested workers' compensation claims.

Employer penalties set

Immigration reforms approved by Senate

Continued from Page 1

demeanor penalty of $1,000, six months in jail or both for those who engage in "a pattern or practice" of violations.

The AFL-CIO, in addition to supporting stiff penalties, has told both the Senate and the House that any final bill must have protections for legal workers who might be discriminated against for reasons related to immigration, particularly for those who happen to "look foreign." The Senate bill, however, does not provide such protections.

Under the legalization of status provisions, illegal aliens who can prove continuous residence since Jan. 1, 1977, and meet other general requirements would immediately qualify for permanent resident alien status. Persons who arrived in this country before Jan. 1, 1980, would be eligible for immediate temporary resident alien status, leading to permanent resident status after three years. Current law requires that permanent resident aliens must wait at least five years before applying for citizenship.

The AFL-CIO supports legalization on the "most generous, practical" terms and has warned Congress that a two-tier legalization program could create a "host of human and administrative problems." The House version of the bill would grant permanent resident status to those in the country before Jan. 1, 1982.

The AFL-CIO opposes a provision in the Senate bill that would prohibit legalized aliens from receiving any federally funded non-emergency, need-based public assistance for a period of three to six years. A provision in the pending bill on the House side would deny assistance for five years.

An improvement over the bill passed by the Senate last year, however, would authorize more funds for the Equal Employment Opportunity Commission and the Labor Dept. to step up enforcement of existing equal opportunity and wage and hour laws.

On the House side, the companion measure has cleared the Judiciary Committee. Four other committees that have indicated interest in holding hearings must complete action by June 27, and the bill could come to the floor by mid-July.

At hearings held by the employment opportunities subcommittee of the House Education & Labor Committee, AFL-CIO Special Counsel Laurence Gold stressed that the prohibition against hiring of illegal aliens is one of the "essential elements" in the immigration bill.

Gold pointed out that this prohibition cannot properly be enforced without strong mechanisms to assure employer compliance, coupled with equally strong protections to ward off discrimination against anyone legally entitled to work.

Union house

It was stormy weather for non-union hotels in Washington when entertainer Lena Horne arrived in town for a four-week engagement of her hit show, "The Lady and Her Music."

Miss Horne—after learning from Hotel Employees & Restaurant Employees Local 25 that a fund-raising reception she was scheduled to attend was booked in a non-union hotel—called the sponsor, the National Council of Negro Women, and asked if it could be moved. Then she checked out of the unorganized hotel where she had been booked and into the organized Sheraton Washington.

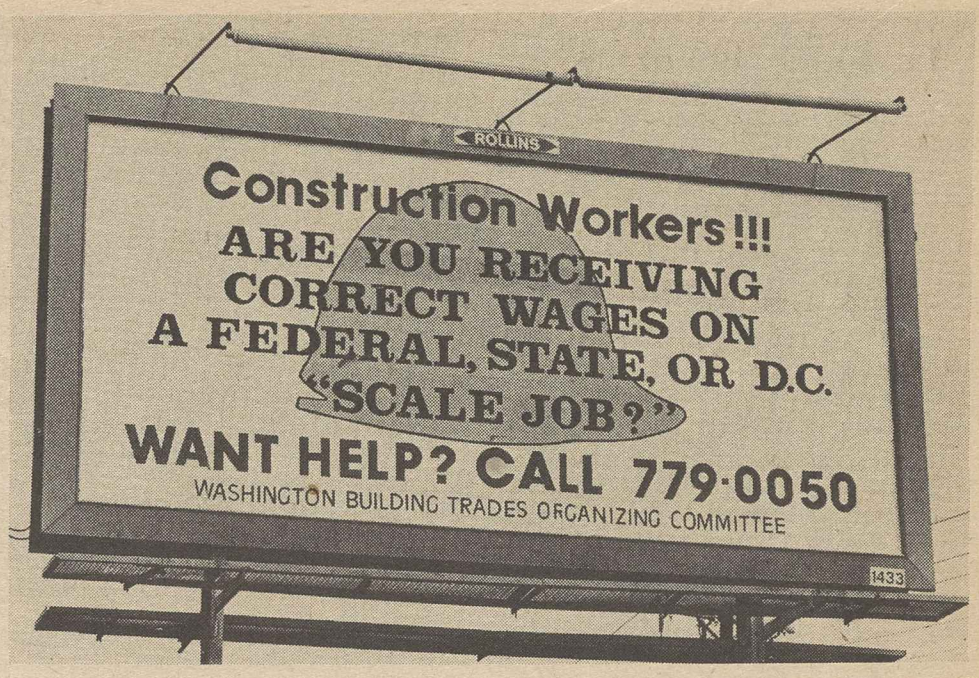
Local 25 Executive Sec. Ron Richardson praised Miss Horne for her concern, and he stressed that the NCNW and its president, Dorothy Height, had also been "highly cooperative" in moving the reception to the organized hotel.

Horne is a member of these unions: Actors' Equity, Television & Radio Artists and the Screen Actors Guild.

PAI wins Guild award for 'Window' column

Press Associates, Inc., the national labor news service, has won the Washington-Baltimore Newspaper Guild's annual Front Page award for an entry by a non-daily labor or business publication.

PAI's winning entry consisted of several issues of its weekly Washington Window column, which appears in the AFL-CIO News as well as in many other labor publications. The column is written alternately by Robert B. Cooney, Calvin Zon, and Susan Zachem.



Enforcing Davis-Bacon

Attention-getting billboard is one of 15 posted in the Washington metropolitan area—including Maryland and Virginia suburbs—to assure that workers on publicly funded construction projects are paid prevailing wages required by the Davis-Bacon Act and state or local counterparts. The Washington area building trades council reported a "good response" to the billboard display.

Proxy vote on labor policies gets 'attention' of CapCities

Buffalo—It was enough to sober the countenances of the most successful and self-confident of corporate officers and directors facing the annual meeting of their company's stockholders.

And it did. Capital Cities Communications' officers and directors sat through the meeting "as stony-faced as a military tribunal," one reporter wrote.

They did so despite 1982 having been the media conglomerate's 28th consecutive year of record financial performance and 1983's first quarter producing a 17 percent gain in after-tax profits, to $21 million.

As they marched into the annual meeting, CapCities corporate leaders knew that an unprecedented 11-percent-plus of the stock proxies they had received in the mail were voted in favor of a shareholder's motion to direct them to issue a written report on the company's labor-relations policies and practices.

They also knew that a strong contingent of union and public-interest representatives, holding their own and others' stock-voting proxies, were waiting to question them closely on the same subject.

That group—which included Typographical Union members from Buffalo and Kansas City, Buffalo Newspaper Guild members and leaders of the Buffalo AFL-CIO Council—swelled attendance to more than at any annual meeting in his 28 years with the company, according to Thomas S. Murphy, CapCities' chairman and chief executive officer.

The shareholder's resolution was part of a nationwide "corporate campaign" by the Typographical Union to draw attention to CapCities' poor labor-relations record at its newspaper, broadcast and cable-TV properties. The effort has been endorsed by the AFL-CIO Executive Council.

No contract since '80

The campaign currently is focused on the Kansas City Star where more than 140 ITU-represented employees have been working without contracts since 1980 in the face of company demands to eliminate job security and to switch from the ITU's portable pension plan to one managed by the company.

Asked if it is true that CapCities still is losing $2 million a year in Wilkes-Barre, Pa., Murphy replied, "Yes, that's correct." Newspaper unions in that city have been publishing their own daily, the Citizens' Voice, since striking the Times Leader in 1978.

Arch Puddington, executive director of the League for Industrial Democracy and mover of the accountability motion, told the stockholders' meeting that he considers CapCities' labor relations policies "divisive" and "mean-spirited."

"Co-workers have been turned against co-workers, neighbors against neighbors and community leaders have turned against Capital Cities managers," he said.

Consciousness-raiser

When the procession of critical speakers had come to an end, CapCities' Murphy commented: "It's safe to say, you've gotten our attention."

When the mailed and in-person proxies were tallied, 11.5 percent of the shares voted had been cast for the shareholder's motion—904,691 to 6,987,518.

Before the meeting ended, George L. Wessel, president of the Buffalo AFL-CIO, symbolically nominated Ray Marshall, Secretary of Labor in the Carter Administration, and Ed Asner, president of the Screen Actors Guild, for the board of directors.

After the meeting, ITU Second Vice President Robert L. Wartinger pointed to "the large number of shares voted for the resolution" as "a clear signal to the company that . . . investors nationwide are watching CapCities' labor practices."

He also expressed the hope that there now will be meaningful bargaining at the Kansas City Star and at the same time expressed the ITU's determination to "continue to make every effort and use all necessary means to get a fair contract" there.

Jobless rate outlook called 'dismal'

The outlook for unemployment, even under the Administration's overly optimistic projections, "remains dismal for many years to come," AFL-CIO Economic Research Director Rudy Oswald warned a group of business writers meeting in Washington.

According to the Office of Management & Budget, unemployment is not expected to fall below 8 percent until 1986, Oswald noted. Official joblessness is now 10.2 percent. OMB sees the unemployment rate averaging 10 percent this year, 9.1 percent next year, 8.4 percent in 1985, and 7.7 percent in 1986.

"Yet the only year prior to 1982 that unemployment was over 8 percent in the post-war period was 1975, and that was considered a severe recession year," Oswald observed. "Thus, severe recession levels of unemployment are forecast under existing policies for at least three more years.

Continuing plight

"Even in its five-year forecast, the Administration does not foresee a return to the 5.8-percent unemployment level of 1979."

Oswald, who spoke to members of the Society of American Business & Economic Writers, called on the national government to assume responsibility for eliminating the blight of unemployment.

"This is the mandate of the Employment Act of 1946, a mandate reaffirmed in 1978 by the Humphrey-Hawkins Full Employment & Balanced Growth Act," he said.

Two categories

Unemployment frequently is divided into two main categories, cyclical and structural. The first has to do with swings in the business cycle while the other involves particular industries.

"We need national policies aimed at both problems," Oswald said. "Unfortunnately, the Administration refuses to acknowledge any responsibility for cyclical unemployment even though it was the Reagan Administration's own foolish, tragic, misguided policies which caused this recession-depression in the first place.

"Furthermore, the Reagan Administration proposals for addressing structural unemployment rely mainly on more counterproductive tax subsidies and wage reductions. More tax subsidies will further erode the nation's tax base and more wage cuts will further weaken the consumer buying power on which business recovery and business profits depend."

Instead of ignoring unemployment, policies to create jobs directly should be put into effect, he said. Specifically, the AFL-CIO advocates a program to rebuild the nation's deteriorating infrastructure, to provide housing for low- and moderate-income Americans, to provide unmet public services, to provide specific youth employment and training programs, and to deal more adequately with the problems of displaced workers.

The federation also calls for relieving the suffering of the unemployed through extending unemployment benefits, as well as providing health care to jobless workers and their families.

Work goals

"Workers want a job—a job that pays well, a job that is healthy, and a job in which one has a say," Oswald said. "The AFL-CIO will continue to press for a broad range of economic policies to move America faster on the road to full employment and economic growth.

"It is clearly in the economic and social interest of the nation to put Americans who are able and willing to work into productive jobs which generate taxes, produce useful community services and community facilities, and stimulate the economy in areas of high unemployment."

Balloons at the UAW convention perk up a demonstration in support of the domestic content bill.

Bieber elected president of UAW with mandate to bring back jobs

By David L. Perlman

Dallas—Delegates to the Auto Workers convention elected a new president, Owen Bieber, and gave him a strong mandate to commit the UAW's resources to support economic policies that will bring industrial jobs into the United States and Canada, instead of exporting them.

Douglas A. Fraser, who stepped down after six years as president and more than 40 years in union leadership roles, keynoted the UAW's 27th convention with a call for enactment of domestic content legislation as an essential step in economic recovery.

"It's a battle that we have to win," Fraser told the 2,500 delegates who represented more than 1.1 million working UAW members, including 110,000 in Canada. Active membership is down from 1.5 million at the UAW's previous convention three years ago, reflecting the wave of layoffs and plant closings that have decimated the union's ranks in the automobile, aerospace and farm equipment industries.

Top priority

An international trade resolution, which urged both domestic content legislation and restoration of full trade adjustment benefits for workers left jobless, was the first measure acted on by the convention. It was followed by a call for support from all levels of the union for the UAW's community action program to meet the most urgent needs of workers who have lost their jobs.

Fraser retired under the UAW's unwritten but established policy that officers not seek a new term after the age of 65 and delegates gave him a moving demonstration of their affection and respect at the conclusion of his keynote and throughout the convention.

Fraser began his final report by recalling the struggles of the recession-plagued years since the last convention, from the successful effort to bring Chrysler back "from the very threshold of destruction" to the recently-concluded 205-day strike by 21,000 farm implement workers at 10 Caterpillar Co. plants.

"All during that struggle, not one single worker broke ranks," Fraser recounted with pride.

He attributed the union's campaign for domestic content legislation to new ventures by Japanese auto firms—a Honda plant in Marysville, Ohio, a Nissan operation in Smyrna, Tenn., and the Toyota-General Motors joint operation in Fremont, Calif.

Foreign aid

Nissan is fighting UAW organizing at the Smyrna truck plant and delegates applauded the president of the Japanese auto workers union, Ichiro Shioji, who welcomed the establishment of plants in the United States and pledged to work side by side with the UAW's organizers.

Delegates also cheered their approval when Fraser served notice that unless laid-off General Motor workers are rehired at the Fremont plant for the joint venture with Toyota, "not one single car will roll off the assembly line."

Only at the end of his speech did Fraser speak in personal terms about the change in UAW leadership.

Fraser, like his predecessor Leonard Woodcock, was a close associate of the late Walter Reuther and there had been press speculation about the end of the "Reuther era" for the UAW. When Bieber was elected shop steward of Local 687 at the McInerney Spring & Wire Co. in Grand Rapids, Mich., in 1949, Fraser was already a UAW international representative.

Bieber background

Bieber was president of his local by 1956, a full-time international representative in 1962, regional director in 1974 and was elected a UAW vice president in the 1980 convention and assigned as director of the General Motors Dept., the largest in the union. He is 53 and went into the convention with the endorsement of the UAW's Administration Caucus.

"We're going to have a change in leadership this week, but it will not be a change in principle or philosophy," Fraser told the delegates. "When I pass the torch of the presidency," he said, "the ideals and the principles of this union will be carried on."

Fraser, born in Scotland, came with his family to Detroit at the age of six. After graduation from high school, he went to work as a metal finisher in Chrysler's DeSoto plant.

"This union has been my school and my college and my education," he said. It has "opened the door to worlds that I never dreamed of," not just to meet "with presidents and prime ministers" but "to experience that greatest of all feelings—of helping those that can't help themselves—and giving me the power to right some wrongs."

Active schedule

Fraser, who was named UAW president-emeritus, will remain the worker representative on the Chrysler board of directors for a one-year transition period and will take part in forthcoming meetings of the International Confederation of Free Trade Unions and the International Labor Organization. He will also teach classes at the University of Michigan in Ann Arbor and at Wayne State University in Detroit.

AFL-CIO President Lane Kirkland brought to the UAW convention a strong message of trade union solidarity for the goal of domestic auto content legislation and delegates rose and cheered the promise to "persevere with you" until it "becomes the law of the land."

President Reagan's tax giveaways may be bringing good times for "his friends on Wall Street, but there is no recovery in sight for the people we represent," Kirkland said.

Labor's effort to reach a consensus on pre-primary support for a Democratic presidential candidate is good for all concerned, Kirkland suggested.

It's good for the labor movement, "which has too often been ignored or taken for granted." It's good for the candidates, who "need to be exposed to the concerns of working people." And it's good for the Democratic Party, Kirkland added, "for the fact is that no Democratic candidate can win the presidency unless he can arouse the support of America's working people" and especially union members.

House Majority Leader Jim Wright (D-Tex.) and Sen. Howard M. Metzenbaum (D-Ohio) were among convention speakers pledging strong support for the goal of shoring up the nation's industrial base.

The convention thoroughly debated and overwhelmingly rejected a proposal to elect officers by direct referendum instead of at UAW convention.

Delegates adopted the unanimous recommendation of the constitution committee, which concluded that "both procedures for electing officers are democratic" but "the convention system has served the UAW well through the years" and is best for the union.

The entire slate of UAW officers was elected by voice vote, without opposition, in an afternoon of parades, bands and balloons as delegates filed onto the platform with handshakes and hugs for Fraser and Bieber.

Majerus re-elected

Raymond E. Majerus was elected to his second term as secretary-treasurer, the UAW's second-ranking office. Also re-elected were Vice Presidents Donald F. Ephlin, Odessa Komer, Marc Stepp, Stephen P. Yokich and Robert White. The new vice president is Bill Casstevens, the regional director from Cleveland who, will succeed Martin Gerber, who is retiring.

The convention approved dropping one vice presidential post as part of a consolidation.

Regional elections, the installation of officers and completion of action on resolutions were scheduled after the AFL-CIO News deadline.

UAW's Doug Fraser, with his predecessor, Leonard Woodcock, left, AFL-CIO President Lane Kirkland and retired UAW Vice President Pat Greathouse.

Mixed signals reflect uneven recovery pace

A batch of government reports on the economy showed a fragile, uneven recovery from the Reagan Recession emerging, but the big question was whether and for how long the turnaround can be sustained.

One report by the Commerce Dept. showed that economic growth in the first quarter of this year was less than at first estimated. The January-to-March gain in real, or inflation-adjusted, gross national product turned out to be 2.5 percent rather than the 3.1 percent originally reported last month.

The revised growth estimate in the GNP took some of the strength out of the start of the long-awaited recovery from the Reagan Recession, which last year produced a drop of 1.7 percent in real GNP, the worst annual performance since the nation demobilized after World War II.

Meanwhile, a poll of economists indicated that whatever recovery there may be is not likely to reduce unemployment soon. After four years of little economic growth, business executives have learned to get by with fewer people and are more hesitant than usual to rehire workers.

Claims rising

New claims for state unemployment benefits continue to rise. The Labor Dept. said that 483,000 Americans filed first-time claims for jobless benefits during the week ended May 7, an increase of 10,000 from the previous week.

The jump in claims, a key indicator of job market health, was the second weekly increase in a row.

Encouraging signs were seen in Federal Reserve Board reports of a 2.1-percent increase in industrial output in April—the largest rise in almost eight years—and a 1.3-percent climb in the utilization rate of the nation's factories. Also brightening the picture was a slight decline in the government's producer price index for finished goods, which measures the prices of goods ready for sale to retailers.

The pace of the nation's housing recovery slowed in April, however, as new housing starts fell 8 percent from the March level to an annual rate of 1.49-million units, the Commerce Dept. said. It was the second monthly decline in a row.

Offsetting the decline in housing starts, building permits for new starts in the months ahead rose in April by 6.5 percent to an annual rate of 1.56 million, the highest level since September 1979.

The rise in industrial production, which measures the output of the nation's factories, mines, and utilities, was widespread, showing that the recovery was beginning to reach more sectors of the economy. The 2.1-percent increase was the fifth monthly rise in a row, following a 1.2-percent rise in March.

At Senate hearings

Quick action pressed to limit health costs

The AFL-CIO urged Congress to enact immediately a comprehensive across-the-board cost containment program to clamp down on runaway health care outlays.

"In recent years, rising health costs have imposed an extremely heavy financial burden on the federal government and all health consumers," Social Security Director Bert Seidman told the Senate Labor & Human Resources Committee.

"Frequently, senior citizens and families of jobless workers go without essential medical treatment," he said, "and in some institutions, the quality of care dispensed is directly related to the patient's ability to pay."

National health insurance

Many of the problems associated with inflated health costs, reduced access and uneven quality of care would not exist had Congress enacted universal comprehensive national health insurance as the AFL-CIO has long recommended, Seidman observed. But he said uncontrolled health care costs make immediate remedial action essential.

Labor will continue to work toward comprehensive national health insurance, but "we cannot wait to bring health care inflation under control," Seidman said. He recommended enactment of cost containment legislation introduced by Sen. Edward M. Kennedy (D-Mass.).

The AFL-CIO has called for a cost containment system that would apply to all payors, public and private, and include physician services as well as hospital care. Seidman warned that if no cost containment system is enacted the serious imbalance between the haves and have-nots will grow worse.

Also, the federation believes states should be encouraged to develop their own programs within federal guidelines. Under the labor-backed Kennedy bill, special allowances would be given to inner-city and public hospitals which are the providers of last resort for the poor, the elderly, and those with nowhere else to go.

Budget cuts

Seidman also urged Congress to reject the Administration's proposed budget cuts in the health care area, which would penalize beneficiaries and discourage them from seeking needed health care treatment while allowing problems of service to increase costs of uncontrollable rates.

He noted that the AFL-CIO vigorously supported comprehensive hospital cost containment when it was last under consideration by Congress and has given strong support to efforts to enact statewide cost containment systems.

Currently, non-labor costs account for 70 percent of the inflation in health care costs, Seidman said. Unless excessive testing and unnecessary surgery are brought under control, and incentives to reduce costs are built into the reimbursement system, there will be no end to rising expenditures, he said.

Seidman stoutly defended health care workers from charges that their wages are inflationary. Most health care workers are underpaid, he said.

He cited a Bureau of Labor Statistics study showing that non-supervisory health care workers earn almost 15 percent less than workers in other industries. Their real, or inflation-adjusted, income has been declining and in 1980 was 6 percent lower than in 1972.

"In effect, hospital workers have been unfortunate scapegoats for the real villains in the health care system," Seidman testified. In reality, payroll costs from 1965 to 1980 for supervisory and non-supervisory workers as a percent of total expenses in community hospitals declined from 62 to 49 percent. Contributions for fringe benefits also declined.

Incentives needed

He urged members of Congress to be skeptical of those who blame the nation's current health care crisis on those who work in or are served by the health care system, "for until the providers and suppliers of health services have real incentives for cost behavior, as a nation we will continue to pay a great deal more for less."

Seidman scored the Administration's approach to the current health care crisis, which has been to attack public health and entitlement programs, painting them as villians undermining the nation's economy.

"Rather than proposing thoughtful strategies to contain costs, it has given Congress a blueprint from which to slash current services and protections," Seidman said.

"Employers now have strong incentives to lay off older workers, rather than pay more for health insurance, and national immunization programs and health services for mothers and children have been drastically cut back. All of these measures are punitive and have hurt health consumers, while allowing doctor fees and hospital charges to soar to new record levels."

Participants in the Musicians' Congress of Strings rehearse with renowned conductor Morton Gould for one of four public concerts during the program.

Musicians' master classes tune up youth for careers

For many talented, young musicians, deciding whether to go for a professional career with a symphony orchestra is a little easier thanks to the American Federation of Musicians' annual Congress of Strings.

This year, the union is celebrating the 25th anniversary of the congress, an eight-week program of master classes and public concerts for young string players that helps them polish their skills and introduces them to the real world of work of the professional musician.

Some 60 musicians between the ages of 16 and 23 will attend this year's congress which opens June 20 at the College-Conservatory of Music at the University of Cincinnati where it has been held for the past 14 years. Each student attends on a full scholarship provided by an AFM local union.

Musicians' Sec.-Treas. J. Martin Emerson acts as project director.

In addition to attending high level master classes taught by a faculty of the nation's ranking stringed instrument players and music educators, students play together in chamber groups, and they will perform as an orchestra at four public concerts under the batons of renowned conductors.

The goal of the congress, AFM points out, is to give young string players the chance to study and perform with top professionals "as a means of motivating them toward careers in symphony orchestras."

Young musicians are chosen for the congress through area auditions held by AFM local unions in the United States and Canada with judging done by noted local string players and other musicians.

The auditions are widely publicized in high schools and colleges, and students from smaller communities are urged to participate, the union said.

The congress was founded in 1959 by Herman Kenin, then-president of AFM, and Roy Harris, the composer and music editor. Its original goal, AFM said, was to serve as a form of "apprenticeship program" for highly accomplished young musicians to meet a critical shortage of symphony string players at the time.

Orchestras benefit

AFM pointed out that every major orchestra in the U.S. and Canada "has benefited from the services of at least one alumnus of the program," and many of the more than 2,200 graduates have gone on to work with European orchestras, become music educators or made careers as outstanding soloists.

More than one-third of all the graduates are active, working members of AFM today, the union said.

Each of the four public concerts during the congress will be directed by a major conductor, including Gunther Schuller, artistic director of the Berkshire Music Center; James DePreist, music director of the Oregon Symphony and L'Orchestre Symphonique de Quebec; composer Morton Gould, and Andrew Davis, music director of the Toronto Symphony. That performance will be taped for network transmission by the Canadian Broadcasting Co.

AFM has also invited all graduates of the congress over the last 25 years to an alumni reunion in Cincinnati during the last week of the program.

Labor to launch TV series in July

A weekly television series, "America Works," will premiere on stations around the country in mid-July, marking the AFL-CIO's first venture into regularly scheduled, commercial television.

The series of half-hour programs is being produced by the Labor Institute of Public Affairs, the AFL-CIO's television planning and production arm.

Each program will show how American workers are helping find solutions to a number of the nation's most pressing problems. The programs, now in production will combine on-location coverage that focuses on an individual worker with studio discussions among experts on the issue who will present diverse and opposing points of view. A professional broadcast journalist will moderate each show.

Among the issues that will be covered are the changing nature of the American workplace, services to the unemployed, equal pay for work of equal value, and workplace health and safety.

The stations and times for the broadcasts will be announced by LIPA in June. The institute said that it plans to place the series on stations that can reach at least 50 percent of all U.S. households.

LIPA Executive Director Larry Kirkman said "America Works" was created to broaden the public debate on the crucial issues that face the country, and to show that labor is involved.

"With the support of members of AFL-CIO unions, we believe we can build an audience for programs that feature authentic voices of working people, too rarely seen on the TV screen," Kirkman stressed.

He pointed out that there are limitations on the kinds of messages and stories that the institute can produce with "the conventions, standards and legal requirements" of commercial broadcasters. Because commercial television "has the greatest ability to reach union members, other workers and the general public," the use should be "pushed to its limits in the interests of labor," Kirkman emphasized.

LIPA is also developing plans to use cable TV "where we will have more freedom to create the full range of programming needed by our members," he said.

Each half-hour program will carry advertising from commercial and union sponsors. Local stations can offer commercial spots to businesses and labor organizations in their areas. LIPA said ad sales are necessary to defray the high costs of distribution. Local stations will be given guidelines to responsible advertising for the series, the institute said.

Sixth PATCO striker begins jail term

Fort Worth, Tex.—Former Air Traffic Controller Ron May became the sixth PATCO member jailed for striking against the federal government when he reported to federal authorities to begin serving a 90-day term May 15.

May likened his case to that of jailed members of Poland's Solidarity union and told reporters, "I'm not being sent to prison because I'm a criminal, but because I'm a political prisoner. It was either obeying the law or following the dictates of my conscience."

Other former PATCO members may face jail terms, pending appeals, and more than 70 have been fined on criminal contemps findings for their role in the strike. In April, the Merit Systems Protection Board upheld dismissals of 128 former PATCO members in leading cases expected to set the precedent for the board's decisions on some 5,000 appeals still outstanding. About 3,000 other cases are still waiting for action in Federal appeals courts.

President Reagan fired 11,000 PATCO members for striking the Federal Aviation Administration in 1981.

Public Affairs Institute issues new video bulletin

The third edition of the Labor Video Bulletin, a twice monthly videocassette service of the Labor Institute of Public Affairs, has been sent to affiliates, state federations, and AFL-CIO regional offices.

It covers three topics: "Labor in the Computer Age," explaining the importance of labor's use and maintenance of accurate computer data bases; a preview of the new broadcast television series being produced by LIPA, "America Works!" and "Unions: On the Air," a compilation of eight TV spots produced by unions.

LIPA's second bulletin, released in April, covers the Molders' strike and boycott against the Magic Chef Company in Cleveland, Tenn., and an overview report on the institute, titled "A Voice for Labor in the Electronic Media."

More information on the bulletins is available from LIPA, 815 16th St., N.W., Room 406, Washington, D.C. 20006.

Service award

The National Urban Coalition's annual Distinguished Trade Unionist Award is presented to AFL-CIO Sec.-Treas. Thomas R. Donahue by Carl Holman, president of the coalition, for "exceptional contributions" to the needs of the poor and to the revitalization of the nation's cities. The presentation was made at the coalition's 16th annual "Salute to the Cities" dinner in Washington.

Labor support called vital to job rights of handicapped

The labor movement is deeply committed to assuring that handicapped and disabled people are able to participate fully in the nation's workforce, Everett Lehman, director of special programs for the International Brotherhood of Electrical Workers, told winners of the national "Ability Counts" essay contest for high school students.

Organized labor works for the employment of the handicapped through collective bargaining and its overall equal employment and safety and health policies, he stressed.

Lehman, representing AFL-CIO Vice President Charles H. Pillard, who is a member of the President's Committee on Employment of the Handicapped, pointed out that the AFL-CIO and its affiliates are firmly pledged to working with disabled people, employers and with government to assure that handicapped people have access to training programs and job placement.

The essay contest winners, their families and many of their teachers were the guests of the AFL-CIO at an awards luncheon held during the annual meeting of the President's committee. AFL-CIO Vice President Joyce Miller chairs the committee's labor panel.

AFL-CIO-sponsored

The students' trips to Washington for the ceremony were paid for by the AFL-CIO and its state federation.

The five national winners, along with 27 other state winners, wrote on the theme "Independence for Disabled People through Technology." The five top winners shared $6,500 in cash scholarships donated by the Disabled American Veterans.

First prize of $2,000 went to Kathleen Reid of South Carolina. Second prize of $1,500 went to Cynthia Troue of Indiana; third prize of $1,250 went to Dawn Adams of Missouri; fourth prize of $1,000 to Lee Ann Blackmon of Alabama; and fifth prize of $750 to Amanda Hetzel of West Virginia who placed first in the contest in 1982.

ALPA jobs bank launched as aid to laid-off pilots

The Air Line Pilots inaugurated a nationwide computerized jobs bank to help its laid-off members find employment.

Airline deregulation and the extended recession have resulted in some 5,100 furloughs among the 34,000 pilots the union represents at 44 airlines, ALPA President Henry A. Duffy said, adding that the need for assistance to these workers is great.

"Piloting a commercial aircraft is a highly specialized career," Duffy said. "The occupational skills that an airline pilot develops over years of training and experience can't be transferred to another line of work."

Pilots as a group are highly trained, however, and many have qualifications in technical fields or backgrounds in areas as diverse as law, business administration, and teaching, he pointed out.

"With the jobs bank, we hope to help them find piloting jobs, interim employment in other areas, or even alternative careers," Duffy said.

ALPA is asking its furloughed members to complete a questionnaire about their skills and background. The data will be fed into a computer network operated by a private concern, which will then make job referrals. The referral service will be provided at no cost to ALPA members.

The network is used by thousands of companies and search firms to locate qualified applicants, Duffy said, and job opportunities will not be limited to the transportation field, but will embrace manufacturing, retailing, construction, financial services, real estate, communications, travel, consulting, and other job categories as well.

Anybody here need Reilly?

New NLRB solicitor shipped back to board

Continued from Page 1

cate matters such as the Redwood Expansion Act, the Urban Mass Transportation Act and the Airline Deregulation Act.

"Since Mr. Reilly's departure, we have suffered a loss of consistency and continuity of effort in the management of these several work products," St. Cyr wrote.

His old boss and the rest of the NLRB didn't waste any time responding to the plea for help.

The next day, May 18, the NLRB announced that it had agreed to the "urgent request of the Dept. of Labor" and Reilly's detail to the Labor Dept. would start immediately.

At the same time, it announced the appointment of a veteran career NLRB employee, Berton B. Subrin as the NLRB's acting solicitor. Subrin had filled the post for the year before Reilly's appointment.

But Labor Sec. Raymond J. Donovan, it seems, didn't think much of the idea of getting Reilly back in the department. Press accounts confirmed that he angrily ordered St. Cyr to rescind the request.

The second letter from St. Cyr, sent just hours after the NLRB's announcement of Reilly's departure, explained that it had all been an embarrassing mistake. He said he was withdrawing "my earlier request for the temporary services of your solicitor, Hugh Reilly." The letter added:

"While I had believed that there was need for Mr. Reilly's services, upon more thoroughly reviewing the situation, I have found that not only is there not a void, but that the regulatory items cited in my earlier letter are all moving along smoothly.

"Thus, the perceived need for Mr. Reilly's urgent services does not in fact exist.

"Moreover," he added, "it has been brought to my attention that an appearance of conflict between Mr. Reilly's duties as NLRB solicitor and his potential duties in LMSA (Labor-Management Services Administration) might have been created."

The first St. Cyr letter was released by the NLRB and the second letter was made available by the Labor Dept.

An assistant to Donovan said in response to a question that the "appearance of conflict" arose from the possibility that some regulation which Reilly might work on could somehow affect some matter in which the NLRB might have a vested interest.

The NLRB had not issued any statements on the matter when the AFL-CIO News went to press. But its press office confirmed that Reilly was still the NLRB solicitor.

Repeal of withholding tax on interest voted by House

Continued from Page 1

If the Senate concurs, wages and salaries will continue to be subject to withholding of estimated income tax while collection of taxes on income from stock dividends and bank interest will depend largely on the accuracy with which taxpayers report their income.

The Senate, meanwhile, continued to seek a majority consensus for a budget resolution in the face of the President's fierce attack on what he terms "tax increases."

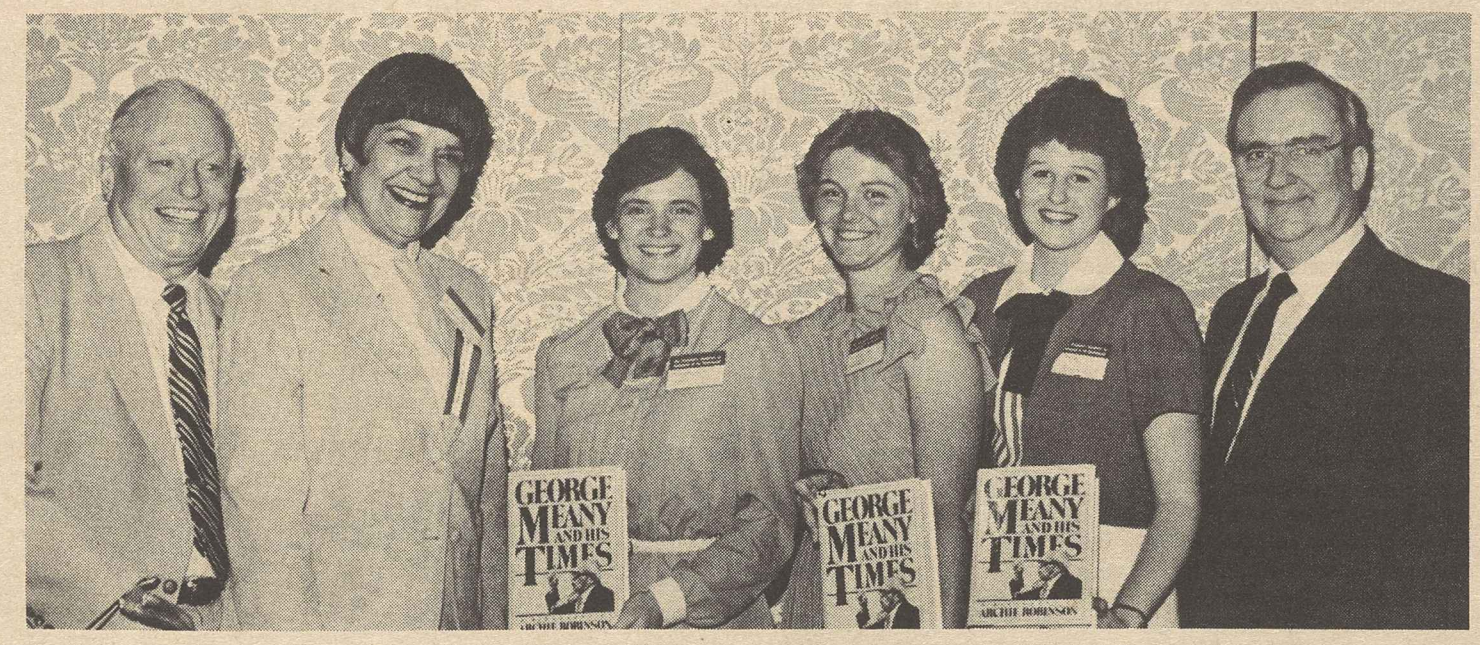
Both the House-passed budget resolution and the differing budgets favored by most senators would provide revenue by curtailing the amount of the third-stage tax cut due this July and defer or eliminate future indexing of tax brackets.

Reagan said at a news conference that he will veto any bill that, as he sees it, "raises taxes while we're coming out of a recession." He will also veto any domestic spending increase that he finds excessive.

The budget resolution is not subject to a presidential veto. It is intended to set a ceiling on government spending for various categories of programs and a target for revenue. But the President has veto powers over much of the legislation that would be needed to implement it, including both appropriations and tax law changes.

In some other congressional areas:

- The Senate Finance Committee endorsed a labor-opposed Administration bill to establish tax-favored enterprise zones to encourage companies to set up operations in urban areas needing rehabilitation. The measure would cost an estimated $3.5 billion in tax revenues over five years, and the AFL-CIO contended it would serve mainly to shift unemployment from one area to another and reward runaway employers.
- The House voted 413-0 to cite Rita Lavelle for contempt of Congress for refusing to testify about her actions when she was a top official of the Environmental Protection Agency. Meanwhile the Senate unanimously approved the appointment of William D. Ruckelshaus as EPA administrator.



Ability counts

Top national winners of the "Ability Counts" essay contest sponsored the President's Committee on Employment of the Handicapped are shown with Committee Chairman Harold Russell, left, AFL-CIO Vice President Joyce Miller, and Everett Lehman, director of special programs for the International Brotherhood of Electrical Workers. From left, contest winners are Kathleen Reid, first place, Cynthia Troue, second place, and Dawn Adams, third place. Miller chairs the committee's labor panel. The annual contest draws attention to the needs of the handicapped.

EDITORIALS

Punishing the Poor

THERE IS a clear path of responsibility that leads from the savage cutbacks in social programs enacted during the first years of the Reagan Administration and the emergence of breadlines and soup kitchens grimly reminiscent of the Great Depression.

Homeless families these days may not be banding together in Reagantowns comparable to the Depression-era Hoovervilles. But there are people living in rusting cars no longer usable for job hunting, and they are not Skid Row derelicts.

A recent Brookings Institution budget study pointed up the contrast between the flourishing of the affluent under the Reagan Administration policies and the worsening plight of the poor.

It noted, pointedly, that government has provided for less help for the unemployed than in the recent past.

As a Washington Post editorial noted, in 1976 almost two-thirds of the 7.6 million unemployed Americans received regular or extended unemployment benefits. But last year, when unemployment averaged 10 million, only slightly more than one-third received jobless benefits.

EQUALLY GRIM, there has been a dropoff in terms of constant dollars of all forms of direct federal aid for the poor. After adjusting for inflation, federal aid for the same programs was $10 billion less in 1982 than in 1976, even though the number of unemployed was nearly one-third higher.

Just days ago, the extended unemployment benefits were triggered off in the states of Indiana and Ohio, even though the statewide unemployment rate remains in double digits and the insured unemployment rate is over 5.5 percent.

But under the new trigger levels, states with continued high unemployment are cut off because conditions haven't gotten significantly worse over the past two years. They just stayed bad.

This is the cruel offspring of the long honeymoon between the previous Congress and the Reagan Administration.

Voting with Our Feet

OUR MOST urgent task is to strengthen our movement in every way we can—through organizing, collective bargaining, and especially through legislative and political action.

Above all, we need unity and a sense of common purpose.

We saw the fruits of unity on Solidarity Day, two years ago, when nearly a half-million trade unionists and their allies marched in Washington and began to change the political climate.

We saw the fruits of unity on Solidarity Day II—the mid-term elections last November—when union members and their families and their allies succeeded in breaking conservative control of the House of Representatives and preventing the Reaganites from widening their margin in the Senate.

We will see the fruits of unity again on Solidarity III—on Labor Day of this year.

WE INTEND to demonstrate once more, in even larger numbers, the same determination and commitment that we displayed on the Mall in Washington, but this time we'll do it where we live, in each of the 50 states, in the communities which are the wellspring of American trade union strength.

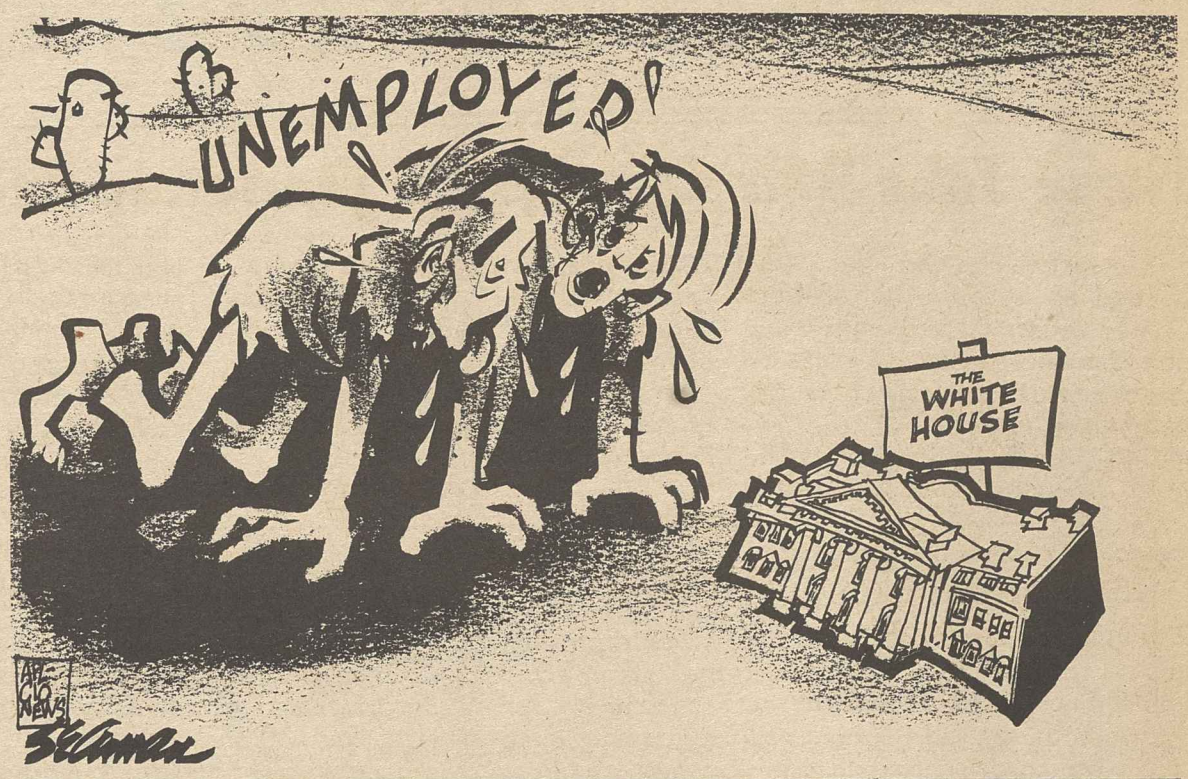
President Reagan has suggested that people who don't like what his Administration is doing to their jobs and their communities can "vote with their feet" and go somewhere else. Well, we'll go him one better. The first Monday in September, we'll vote with our feet, in marches, rallies and demonstrations in every state of the Union.

Solidarity Day III will be a warm-up for Solidarity Day IV—the general election of November 1984—when we intend to restore control of the White House and both houses of Congress to leaders who will represent all of the people, instead of the privileged few.

In 1984, with the strength of the millions we speak for and with all the allies we can recruit, we'll vote not with our feet, but with our heads.

—AFL-CIO President Lane Kirkland at the Auto Workers convention in Dallas, May 17, 1983.

'I Told You—It's a Mirage!'



Washington Window

Loss of health insurance doubles blow to jobless

By Press Associates, Inc.

For most of the nation's unemployed, the loss of a job has been accompanied by a second hardship—the loss of health insurance for themselves and their families.

More than 20 million Americans currently are without health coverage because of job loss. Millions more stand to lose their employer-based group insurance this year from unemployment.

Unable to afford the high cost of individual health insurance coverage and too strapped to pay medical costs themselves, many families have been forced to forgo treatment. The consequences often are serious. For the first time since World War II, infant mortality is on the rise in those areas hit hardest by the recession.

Moreover, the health needs of the unemployed tend to be greater than those with jobs. Studies have shown that the stresses of unemployment may produce such health problems as alcoholism, depression, family violence, exacerbation of chronic illnesses, and nutritional diseases.

National problem

The human dimension of what the American Nurses Association recently called "an enormous national health problem" has been illustrated in testimony before congressional panels. Among the victims of job and health insurance loss who appeared this year before a House health subcommittee was auto worker Judy Duperry.

Duperry had been working seven years on the assembly line at a General Motors plant in Bristol, Conn., when she was laid off in October 1981. Divorced, she is the sole support of two sons, aged 6 and 14. Her health insurance coverage continued for one year after layoff under the Auto Workers contract with GM. It was thus terminated at the end of October 1982. Her unemployment benefits ran out in May 1982.

Duperry has found occasional part-time clerical and cleaning work but, she told the subcommittee, "none of these provided any insurance benefits, and I just can't afford it on my own. This has caused serious problems for my children."

Her 6-year-old has a blood disorder. Although Duperry is supposed to take him to a specialist every six months, "it has now been over six months since our last visit. I know I should take my son back to see the doctor, but I'm having a hard time just paying our rent."

Turned away

One night last November, "my 6-year-old began running a high fever. I took him to the emergency room at Bristol Hospital, but they turned us away because I did not have any insurance coverage. I wound up keeping my son home from school for a number of days and was able to break the fever myself."

"I keep on hoping that no one in my family gets really sick or has to go to the hospital. I just don't know what we would do then. It doesn't seem fair to me that my children should have to go without health care because there are no jobs available for me now."

Subcommittee Chairman Henry A. Waxman (D-Calif.) shared a letter he had received from a woman in Washington State: "I make about $3 an hour. My husband is unemployed and long ago ran out of unemployment benefits. I am going to have a baby in three months and am very worried. I make enough barely to survive."

"Now I need money for doctors and hospitals which I don't have. I have been to a social welfare center, but can't get any help. Both doctors and hospitals don't want us because I have no money. I even ask to set up payments but nobody cares. I don't know what to do."

To prevent further suffering, Congress must move swiftly to enact a program which provides adequate, affordable health services to the victims of the harshest recession since the 1930s.

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Vol. 28, No. 20 SATURDAY, MAY 21, 1983

LABOR PRESS AFL-CIO/CLC ASSOCIATION

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
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LEGISLATIVE ALERT!

These Jobs Bills Can Speed Economic Recovery

President Reagan has pronounced an end to the deepest postwar recession and denied any need for legislation to restore jobs or provide assistance to the unemployed victims of the recession. It's obvious that he hasn't listened to the 11 million Americans who are still unemployed, the 6.5 million working part-time but hunting for full-time jobs, or the nearly two million who are so discouraged they have given up their searches for employment.

The AFL-CIO is backing legislation, outlined below, which recognizes that a speedy economic recovery will depend on real programs to boost economic activity and create jobs. In addition, the federation is urging legislation to ease the hardship on the unemployed.

COMMUNITY SERVICE JOBS
H.R. 1036 (Hawkins, D-CA)

What this bill would do: H.R. 1036 would provide about 1 million jobs for long-term unemployed people in high-unemployment areas. Priority for jobs would go to those who have been unemployed for 15 weeks or more. States and local governments would not be allowed to use these funds to pay those already on the payroll; they would have to create new jobs. H.R. 1036 includes minimum wage, job safety and health, Davis-Bacon, and other labor standards.

Eligible projects include:

Child day care programs; Nutrition for the elderly and handicapped (e.g., Meals on Wheels); Public health screening and immunization; Conservation of public lands, including erosion and flood control; Repair and improvement of public facilities, including streets and roads, bridges, public buildings, mass transit, water systems, traffic control, parks and playgrounds

Legislative status: H.R. 1036 has more than 75 cosponsors; it was reported from the House Education and Labor Committee on May 5.

WHAT YOU CAN DO: Ask your Representative to cosponsor and support H.R. 1036.

PUBLIC WORKS JOBS
H.R. 2544 (Oberstar, D-MN)

What this bill would do: H.R. 2544 is designed to accomplish two critical goals: (1) reversing the deterioration of the United States' public facilities, and (2) in the process, speeding economic recovery by creating hundreds of thousands of jobs. The bill would put Americans to work restoring highways, bridges, rail systems, urban transit facilities, ports, dams, and water and waste treatment systems.

H.R. 2544 has strict deadlines to prevent delays in hiring new workers, and it includes "Buy American" provisions to ensure that funds are not diverted to other nations. It would target funds to areas with high unemployment. And it includes strong labor protections.

Legislative status: H.R. 2544 was reported favorably from the House Public Works Committee on May 12. In the Senate, a far weaker jobs bill was approved by the Public Works Committee on May 12.

WHAT YOU CAN DO: Urge your Representative to support H.R. 2544, and urge your Senators to support strong jobs legislation along the lines of this bill and the Hawkins bill, H.R. 1036.

Senate Panel OK's Reagan's Job-Export Caribbean Bill

The Senate Finance Cmte. approved the job-exporting Reagan Caribbean Basin bill.

The AFL-CIO has endorsed an alternative bill, H.R. 2819. (See May 9 Alert!)

WHAT YOU CAN DO: The House Ways and Means Cmte. will soon act on the Reagan CBI bill. The Memorial Day recess offers a chance to ask your Representative to oppose this bill and support H.R. 2819.

HOUSE WAYS & MEANS CMTE

Democrats		Republicans
*Rostenkowski (IL)	Heftel (HI)	*Conable (NY)
*Gibbons (FL)	*Fowler (GA)	Duncan (TN)
*Pickle (TX)	Guarini (NJ)	*Archer (TX)
*Rangel (NY)	Shannon (MA)	*Vander Jagt (MI)
#STARK (CA)	Russo (IL)	*Crane (IL)
Jones (OK)	Pease (OH)	*Frenzel (MN)
Jacobs (IN)	Hance (TX)	Martin (NC)
Ford (TN)	#MATSUI (CA)	Schulze (PA)
Jenkins (GA)	*Anthony (AR)	*Gradison (OH)
#GEPHARDT (MO)	Flippo (AL)	*Moore (LA)
*Downey (NY)	Dorgan (ND)	*Campbell (SC)
	Kennelly (CT)	Thomas (CA)

* Cosponsor, Reagan Job-Export CBI bill

\# Cosponsor, AFL-CIO-endorsed Caribbean Workers' Aid Bill (H.R. 2819)

REAGAN JOB-EXPORT CARIBBEAN BILL: VOTE IN SENATE FINANCE CMTE.

Right	Wrong	
Baucus (D-MT)	Dole (R-KS)	Durenberger (R-MN)
Boren (D-OK)	Packwood (R-OR)	Symms (R-ID)
Bradley (D-NJ)	Roth (R-DE)	Long (D-LA)
	Danforth (R-MO)	Bentsen (D-TX)
Not Voting	Chafee (R-RI)	Matsunaga (D-HI)
Armstrong (R-CO)	Heinz (R-PA)	Moynihan (D-NY)
Grassley (R-IA)	Wallop (R-WY)	Mitchell (D-ME)
		Pryor (AR)

Check Your Representative on Vote To Stop Mortgage Foreclosures

The House voted 216-196 to approve H.R. 1983, the AFL-CIO-endorsed bill to help unemployed homeowners avoid foreclosure when they temporarily can't meet their mortgage payments. Voting for passage were 210 Democrats and six Republicans; 155 Republicans and 41 Democrats opposed this recession relief measure.

The bill authorizes $760 million in loans to homeowners who are involuntarily unemployed, threatened with foreclosure, and considered good risks to repay the loan when economic conditions improve. The bill also provides funds for emergency shelter for those in critical need of housing.

WHAT YOU CAN DO: H.R. 1983 now goes to the Senate. Urge your Senators to support this foreclosure relief bill. Check your Representative's vote below, and if it was favorable, be sure to thank him or her next time you write.

---- ALABAMA
1 EDWARDS, JACK (R) W
2 DICKINSON (R) W
3 NICHOLS (D) W
4 BEVILL (D) R
5 FLIPPO (D) R
6 ERDREICH (D) R
7 SHELBY (D) R

---- ALASKA
1 YOUNG, DON (R) W

---- ARIZONA
1 MCCAIN (R) W
2 UDALL (D) R
3 STUMP (R) W
4 RUDD (R) W
5 MCNULTY (D) W

---- ARKANSAS
1 ALEXANDER (D) R
2 BETHUNE (R) W
3 HAMMERSCHMIDT (R) W
4 ANTHONY (D) W

---- CALIFORNIA
1 BOSCO (D) R
2 CHAPPIE (R) W
3 MATSUI (D) R
4 FAZIO (D) R
5 VACANT
6 BOXER (D) R
7 MILLER, GEORGE (D) R
8 DELLUMS (D) R
9 STARK (D) R
10 EDWARDS, DON (D) R
11 LANTOS (D) R
12 ZSCHAU (R) W
13 MINETA (D) R
14 SHUMWAY (R) W
15 COELHO (D) R
16 PANETTA (D) R
17 PASHAYAN (R) W
18 LEHMAN (D) R
19 LAGOMARSINO (R) W
20 THOMAS (R) W
21 FIEDLER (R) W
22 MOORHEAD (R) W
23 BEILENSON (D) R
24 WAXMAN (D) R
25 ROYBAL (D) R
26 BERMAN (D) R
27 LEVINE (D) R
28 DIXON, JULIAN (D) R
29 HAWKINS, AUGUSTUS (D) R
30 MARTINEZ (D) A
31 DYMALLY (D) R
32 ANDERSON (D) R
33 DREIER (R) W
34 TORRES (D) R
35 LEWIS (R) W
36 BROWN, GEORGE (D) R
37 MCCANDLESS (R) W
38 PATTERSON (D) R
39 DANNEMEYER (R) W
40 BADHAM (R) W
41 LOWERY (R) W
42 LUNGREN (R) W
43 PACKARD (R) W
44 BATES (D) R
45 HUNTER (R) W

---- COLORADO
1 SCHROEDER (D) W
2 WIRTH (D) R
3 KOGOVSEK (D) R
4 BROWN, HANK (R) W
5 KRAMER (R) W
6 SCHAEFER (R) W

---- CONNECTICUT
1 KENNELLY (D) R
2 GEJDENSON (D) R
3 MORRISON (D) R
4 MCKINNEY (R) W
5 RATCHFORD (D) R
6 JOHNSON (R) W

---- DELAWARE
1 CARPER (D) R

---- FLORIDA
1 HUTTO (D) W
2 FUQUA (D) R
3 BENNETT (D) R
4 CHAPPELL (D) W
5 MCCOLLUM (R) W
6 MACKAY (D) W
7 GIBBONS (D) W
8 YOUNG, BILL (R) W
9 BILIRAKIS (R) W
10 IRELAND (D) W
11 NELSON (D) W
12 LEWIS (R) W
13 MACK (R) W
14 MICA (D) R
15 SHAW (R) W
16 SMITH (D) R
17 LEHMAN (D) R
18 PEPPER (D) R
19 FASCELL (D) R

---- GEORGIA
1 THOMAS, ROBERT (D) R
2 HATCHER (D) R
3 RAY (D) W
4 LEVITAS (D) W
5 FOWLER (D) R
6 GINGRICH (R) W
7 MCDONALD (D) W
8 ROWLAND (D) R
9 JENKINS (D) W
10 BARNARD (D) W

---- HAWAII
1 HEFTEL (D) A
2 AKAKA (D) R

---- IDAHO
1 CRAIG (R) W
2 HANSEN, GEORGE (R) W

---- ILLINOIS
1 VACANT
2 SAVAGE (D) R
3 RUSSO (D) R
4 O'BRIEN (R) W
5 LIPINSKI (D) R
6 HYDE (R) W
7 COLLINS, CARDISS (D) R
8 ROSTENKOWSKI (D) R
9 YATES (D) R
10 PORTER (R) W
11 ANNUNZIO (D) R
12 CRANE, PHILIP (R) W
13 ERLENBORN (R) W
14 CORCORAN (R) W
15 MADIGAN (R) W
16 MARTIN, LYNN (R) W
17 EVANS, LANE (D) R
18 MICHEL (R) W
19 CRANE, DANIEL (R) W
20 DURBIN (D) R
21 PRICE (D) R
22 SIMON (D) R

---- INDIANA
1 HALL, KATIE (D) R
2 SHARP (D) R
3 HILER (R) W
4 COATS (R) W
5 HILLIS (R) W
6 BURTON (R W
7 MYERS (R) W
8 MCCLOSKEY, FRANK (D) R
9 HAMILTON (D) W
10 JACOBS (D) R

---- IOWA
1 LEACH (R) W
2 TAUKE (R) W
3 EVANS, COOPER (R) W
4 SMITH, NEAL (D) R
5 HARKIN (D) R
6 BEDELL (D) R

---- KANSAS
1 ROBERTS, PAT (R) W
2 SLATTERY (D) W
3 WINN (R) W
4 GLICKMAN (D) W
5 WHITTAKER (R) W

---- KENTUCKY
1 HUBBARD (D) R
2 NATCHER (D) R
3 MAZZOLI (D) R
4 SNYDER (R) W
5 ROGERS (R) W
6 HOPKINS (R) W
7 PERKINS (D) R

---- LOUISIANA
1 LIVINGSTON (R) W
2 BOGGS (D) R
3 TAUZIN (D) W
4 ROEMER (D) W
5 HUCKABY (D) W
6 MOORE (R) W
7 BREAUX (D) W
8 LONG, GILLIS (D) R

---- MAINE
1 MCKERNAN (R) W
2 SNOWE (R) W

---- MARYLAND
1 DYSON (D) R
2 LONG, CLARENCE (D) R
3 MIKULSKI (D) R
4 HOLT (R) W
5 HOYER (D) R
6 BYRON (D) W
7 MITCHELL, PARREN (D) R
8 BARNES (D) R

---- MASSACHUSETTS
1 CONTE (R) W
2 BOLAND (D) R
3 EARLY (D) A
4 FRANK (D) R
5 SHANNON (D) R
6 MAVROULES (D) R
7 MARKEY (D) R
8 O'NEILL (D) SPEAKER
9 MOAKLEY (D) R
10 STUDDS (D) R
11 DONNELLY (D) R

---- MICHIGAN
1 CONYERS (D) R
2 PURSELL (R) W
3 WOLPE (D) R
4 SILJANDER (R) W
5 SAWYER (R) W
6 CARR (D) R
7 KILDEE (D) R
8 TRAXLER (D) R
9 VANDER JAGT (R) W
10 ALBOSTA (D) R
11 DAVIS (R) R
12 BONIOR (D) R
13 CROCKETT (D) R
14 HERTEL (D) R
15 FORD, WILLIAM (D) R
16 DINGELL (D) R
17 LEVIN, SANDER (D) R
18 BROOMFIELD (R) W

---- MINNESOTA
1 PENNY (D) R
2 WEBER, VIN (R) W
3 FRENZEL (R) W
4 VENTO (D) R
5 SABO (D) R
6 SIKORSKI (D) R
7 STANGELAND (R) W
8 OBERSTAR (D) R

---- MISSISSIPPI
1 WHITTEN (D) R
2 FRANKLIN (R) W
3 MONTGOMERY (D) W
4 DOWDY (D) R
5 LOTT (R) W

---- MISSOURI
1 CLAY (D) R
2 YOUNG, ROBERT (D) R
3 GEPHARDT (D) R
4 SKELTON (D) R
5 WHEAT (D) R
6 COLEMAN (R) W
7 TAYLOR (R) W
8 EMERSON (R) W
9 VOLKMER (D) R

---- MONTANA
1 WILLIAMS, PAT (D) R
2 MARLENEE (R) W

---- NEBRASKA
1 BEREUTER (R) W
2 DAUB (R) W
3 SMITH, VIRGINIA (R) W

---- NEVADA
1 REID (D) R
2 VUCANOVICH (R) W

---- NEW HAMPSHIRE
1 D'AMOURS (D) R
2 GREGG (R) W

---- NEW JERSEY
1 FLORIO (D) R
2 HUGHES (D) R
3 HOWARD (D) R
4 SMITH, CHRISTOPHER (R) R
5 ROUKEMA (R) W
6 DWYER (D) R
7 RINALDO (R) R
8 ROE (D) R
9 TORRICELLI (D) R
10 RODINO (D) R
11 MINISH (D) R
12 COURTER (R) W
13 FORSYTHE (R) W
14 GUARINI (D) R

---- NEW MEXICO
1 LUJAN (R) W
2 SKEEN (R) W
3 RICHARDSON (D) R

---- NEW YORK
1 CARNEY (R) W
2 DOWNEY (D) R
3 MRAZEK (D) W
4 LENT (R) W
5 MCGRATH (R) W
6 ADDABBO (D) R
7 ACKERMAN (D) R
7 ROSENTHAL (D) O
8 SCHEUER (D) R
9 FERRARO (D) R
10 SCHUMER (D) R
11 TOWNS (D) R
12 OWENS (D) A
13 SOLARZ (D) R
14 MOLINARI (R) W
15 GREEN (R) W
16 RANGEL (D) R
17 WEISS (D) R
18 GARCIA (D) R
19 BIAGGI (D) R
20 OTTINGER (D) R
21 FISH (R) W
22 GILMAN (R) W
23 STRATTON (D) R
24 SOLOMON (R) W
25 BOEHLERT (R) W
26 MARTIN, DAVID (R) W
27 WORTLEY (R) W
28 MCHUGH (D) R
29 HORTON (R) W
30 CONABLE (R) W
31 KEMP (R) W
32 LAFALCE (D) A
33 NOWAK (D) R
34 LUNDINE (D) R

---- NORTH CAROLINA
1 JONES, WALTER (D) R
2 VALENTINE (D) W
3 WHITLEY (D) R
4 ANDREWS, IKE (D) W
5 NEAL (D) R
6 BRITT (D) R
7 ROSE (D) R
8 HEFNER (D) R
9 MARTIN, JAMES (R) W
10 BROYHILL (R) W
11 CLARKE (D) W

---- NORTH DAKOTA
1 DORGAN (D) W

---- OHIO
1 LUKEN (D) R
2 GRADISON (R) W
3 HALL, TONY (D) R
4 OXLEY (R) W
5 LATTA (R) W
6 MCEWEN (R) W
7 DEWINE (R) W
8 KINDNESS (R) W
9 KAPTUR (D) R
10 MILLER, CLARENCE (R) W
11 ECKART (D) R
12 KASICH (R) W
13 PEASE (D) R
14 SEIBERLING (D) R
15 WYLIE (R) W
16 REGULA (R) W
17 WILLIAMS, LYLE (R) R
18 APPLEGATE (D) R
19 FEIGHAN (D) R
20 OAKAR (D) R
21 STOKES (D) R

---- OKLAHOMA
1 JONES, JAMES (D) W
2 SYNAR (D) R
3 WATKINS (D) R
4 MCCURDY (D) W
5 EDWARDS, MICKEY (R) W
6 ENGLISH (D) W

---- OREGON
1 AUCOIN (D) R
2 SMITH (R) W
3 WYDEN (D) R
4 WEAVER (D) R
5 SMITH, DENNY (R) W

---- PENNSYLVANIA
1 FOGLIETTA (D) R
2 GRAY (D) R
3 BORSKI (D) R
4 KOLTER (D) R
5 SCHULZE (R) W
6 YATRON (D) R
7 EDGAR (D) A
8 KOSTMAYER (D) R
9 SHUSTER (R) W
10 MCDADE (R) A
11 HARRISON (D) R
12 MURTHA (D) R
13 COUGHLIN (R) W
14 COYNE, WILLIAM (D) R
15 RITTER (R) W
16 WALKER (R) W
17 GEKAS (R) W
18 WALGREN (D) R
19 GOODLING (R) W
20 GAYDOS (D) R
21 RIDGE (R) R
22 MURPHY (D) R
23 CLINGER (R) W

---- RHODE ISLAND
1 ST GERMAIN (D) R
2 SCHNEIDER (R) R

---- SOUTH CAROLINA
1 HARTNETT (R) W
2 SPENCE (R) W
3 DERRICK (D) W
4 CAMPBELL (R) W
5 SPRATT (D) A
6 TALLON (D) W

---- SOUTH DAKOTA
1 DASCHLE (D) R

---- TENNESSEE
1 QUILLEN (R) W
2 DUNCAN (R) W
3 LLOYD (D) W
4 COOPER (D) W
5 BONER (D) R
6 GORE (D) R
7 SUNDQUIST (R) W
8 JONES, ED (D) R
9 FORD, HAROLD (D) R

---- TEXAS
1 HALL, SAM (D) R
2 WILSON (D) A
3 BARTLETT (R) W
4 HALL, RALPH (D) R
5 BRYANT (D) R
6 GRAMM (R) W
7 ARCHER (R) W
8 FIELDS (R) W
9 BROOKS (D) R
10 PICKLE (D) W
11 LEATH (D) A
12 WRIGHT (D) R
13 HIGHTOWER (D) R
14 PATMAN (D) R
15 DE LA GARZA (D) R
16 COLEMAN (D) R
17 STENHOLM (D) W
18 LELAND (D) R
19 HANCE (D) R
20 GONZALEZ (D) R
21 LOEFFLER (R) W
22 PAUL (R) W
23 KAZEN (D) R
24 FROST (D) R
25 ANDREWS (D) R
26 VANDERGRIFF (D) W
27 ORTIZ (D) R

---- UTAH
1 HANSEN, JAMES (R) W
2 MARRIOTT (R) W
3 NIELSON (R) W

---- VERMONT
1 JEFFORDS (R) W

---- VIRGINIA
1 BATEMAN (R) W
2 WHITEHURST (R) W
3 BLILEY (R) W
4 SISISKY (D) R
5 DANIEL, DAN (D) W
6 OLIN (D) W
7 ROBINSON (R) W
8 PARRIS (R) W
9 BOUCHER (D) R
10 WOLF (R) W

---- WASHINGTON
1 PRITCHARD (R) W
2 SWIFT (D) R
3 BONKER (D) R
4 MORRISON (R) W
5 FOLEY (D) R
6 DICKS (D) R
7 LOWRY (D) R
8 CHANDLER (R) W

---- WEST VIRGINIA
1 MOLLOHAN (D) R
2 STAGGERS (D) R
3 WISE (D) R
4 RAHALL (D) R

---- WISCONSIN
1 ASPIN (D) R
2 KASTENMEIER (D) R
3 GUNDERSON (R) W
4 ZABLOCKI (D) R
5 MOODY (D) R
6 PETRI (R) W
7 OBEY (D) R
8 ROTH, TOBY (R) W
9 SENSENBRENNER (R) W

---- WYOMING
1 CHENEY (R) W

R = VOTED OR PAIRED RIGHT
W = VOTED OR PAIRED WRONG
A = ABSENT

Council warns Reagan policies hold bleak prospect for jobless

AFL-CIO news

VOL. 28, NO. 21
SATURDAY
MAY 28, 1983

Health care protection for jobless gains

A labor-sought bill to provide basic health insurance coverage for jobless workers and their families won a strong 34-8 endorsement from the House Energy & Commerce Committee.

The Reagan Administration had opposed the measure as too costly but the one-sided vote signaled substantial bipartisan support. Health care for the unemployed is one of the ingredients of the economic program advanced by the AFL-CIO Executive Council and the committee-approved bill sponsored by Rep. Henry A. Waxman (D-Calif.) came closest to labor's goals of the measures under consideration.

An AFL-CIO statement welcomed the committee action and urged "early enactment" by Congress.

States to take part in the program would get federal payments of at least 50 percent of the costs if their unemployment rate was at least 6 percent, rising to 95 percent for states with 10 percent unemployment and 100 percent federal financing for states with the very highest jobless levels. States with less than 6 percent unemployment could designate high jobless areas within the state for eligibility.

Jobless workers and their dependents would be eligible for coverage if they are receiving unemployment compensation or if their benefits have run out within the past two years, if they do not have private insurance coverage available through either their former employer or a spouse's employer, and if they are not eligible for Medicare.

Premium payment

To obtain coverage, individuals would have to pay a premium equal to 2 percent of their weekly unemployment benefit, but the state has the right to raise the premium to 5 percent.

Basic benefits, which the states could add to, include up to nine days of hospital care, up to 10 outpatient visits and any visits related to pregnancy and baby care, plus laboratory and x-ray services.

As of next January, employers with 25 or more workers who offer health insurance coverage would have to allow the unemployed spouses of their employees to

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Report on Solidarnosc

Continuing struggle of Poland's free trade union movement to overcome government suppression is outlined for the AFL-CIO Executive Council by Jerszy Milewski, right, of Solidarnosc's Brussels office. Milewski told council, meeting at Linthicum Heights, Md., that the outlawed labor federation retains strong popular support throughout Poland.

Maximum support asked for Polish union struggle

Linthicum Heights, Md.—The AFL-CIO will continue to work through the International Labor Organization, the International Confederation of Free Trade Unions, and other appropriate forums to draw world attention to the Polish government's ongoing violations of trade union and human rights, the Executive Council declared.

"Free trade unionists throughout the world have an obligation to extend maximum moral and material support to our brothers and sisters in Poland," the council statement said.

"Martial law and its aftermath have not narrowed but widened the gap between the Polish state and Polish society, and because of that gap the regime is incapable of addressing Poland's fundamental economic and social problems."

The council deplored the continuing financial aid given Poland's communist government by the West, including the United States.

"Even as the Jaruzelski regime sends its thugs into churches to beat Solidarnosc supporters, western bankers continue negotiating a rescheduling of Poland's debt," the council said.

Complicity of banks

"We urge the Administration once again to end the complicity of American banks in the violent repression of Polish workers by declaring Poland in default and halting the flow of credits to the Soviet bloc."

Jerszy Milewski, a spokesman for Solidarity from its Brussels, Belgium, office, brought council members up to date on the union's activities since the authorities outlawed it 17 months ago.

Milewski, who was out of Poland when martial law was declared Dec. 13, 1981, thanked the AFL-CIO for its moral and material support of Solidarity and stressed that the movement's spirit remains alive.

Despite arrests and harassment, Solidarnosc leaders in Poland continue to communicate with members of the first free trade union movement in the communist world, the council observed. May Day demonstrations in which tens of thousands of Solidarnosc supporters took to the streets in defiance of authorities were but the most dramatic manifestation of the Jaruzelski regime's failure to destroy the union's spirit, the council said.

Solidarnosc continues to reach out to the Polish people through its underground operation of Radio Solidarity, press publications, and mass leaflet distributions,

Continued on Page 2

Slow upturn is bypassing unemployed

By John M. Barry

Linthicum Heights, Md.—The AFL-CIO Executive Council warned that the prospect of high unemployment "for years to come" confronts the nation as a consequence of the Reagan Administration's economic policies.

A council statement noted some signs of an upturn, but stressed that "the 'recovery' under the most optimistic assumptions will be too slow and too fragile to provide rapid job creation."

The federation called on Congress for prompt action to ease the plight of the unemployed, create needed job opportunities and restore fairness to the tax and budget systems.

The statement on the national economy led the agenda for the Executive Council's two-day spring meeting here at the Maritime Institute of Technology and Graduate Studies. The institute was established by the Masters, Mates & Pilots through collective bargaining to meet the professional training needs of its members and contracting shipowners.

Kirkland's union

AFL-CIO President Lane Kirkland is a member of the Masters, Mates & Pilots, which is the maritime division of the Longshoremen, and this led to the invitation to the council to meet at the institute, situated just south of Baltimore.

Capt. Robert J. Lowen, president of the MM&P, and Capt. Robert O. Elsensohn, director of the institute, extended official welcomes to the council members and led them on a tour of the training facilities, including the new ship simulator dedicated last year.

On the opening day of the meeting, the council heard a detailed report from Jerszy Milewski, a spokesman for the Polish trade union movement Solidarnosc, on the difficulties the union has faced since it was banned by the military authorities and forced to go underground.

The council adopted a statement calling for "maximum moral and material support" for Solidarnosc and its members by free trade unionists throughout the world. **(Story, this page.)**

Another visitor was Reubin Askew, the former governor of Florida and a candidate for the Democratic nomination for president, who presented his views on major issues and responded to the questions

Continued on Page 3

Federation sticks with plans on pre-primary endorsement

Linthicum Heights, Md. — The AFL-CIO will stick with its present plans to consider endorsing a 1984 presidential candidate at a meeting of the federation's General Board next December, President Lane Kirkland announced.

Responding to questions at a news conference on the opening day of the Executive Council meeting here, Kirkland said the council had discussed the endorsement process on the basis of a report from its Committee on Political Works.

"Essentially, we reviewed our approach to the endorsement process and decided to stand with the plans that we already have," he said. The focal point of those plans is the General Board meeting in December which will decide the issue of a pre-primary endorsement.

Meanwhile, the AFL-CIO continues to call on its affiliates to refrain from making separate endorsements prior to the General Board meeting.

Kirkland said the council recognized that each affiliated union is currently following its own procedures to sound out its membership and ascertain their views and preferences on the endorsement of a presidential candidate. The results of these soundings inevitably are going to be discussed at meetings of various governing bodies, he noted.

But the Executive Council "strongly recommends," Kirkland said, that affiliates "withhold any final decision on what their recommendations to the General Board will be until after the August council meeting. Then we'll take a look and discuss the matter again."

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The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

5/28/83

Merchant seafarers tribute

National Maritime Day at the Maritime Institute of Technology & Graduate Studies in Linthicum Heights, Md., was observed with the dedication of a memorial to merchant seafarers who served in World War II. Laying the wreath with AFL-CIO President Lane Kirkland is Capt. Robert J. Lowen, president of the Masters, Mates & Pilots. Other participants include Capt. Robert O. Elsensohn, director of the institute, Coast Guard Capt. J. C. Carlton of the Port of Baltimore, Rep. Robin Tallon (D.S.C.) and O. James Lighthizer, chief executive of Anne Arundel Co., Md.

Housing Investment Trust gears up for initial projects

Linthicum Heights, Md. — The AFL-CIO's new Housing Investment Trust established to finance union-built, government-insured construction projects is now active and ready to carry out its investment program, the trust fund's chief executive officer reported to the Executive Council.

Commitments to certain projects will begin within the next two weeks, John Evans said.

Evans told the council the trust has secured the first $10 million required by the Securities & Exchange Commission to activate the program. The funds were put into the trust by the Operating Engineers' Central Pension Fund, the Bricklayers Pension Fund, the Sacramento (Calif.) Area Electrical Workers Pension Trust Fund, the Carpenters Local Union & Council Pension Fund, Government Employees Local 65 of Woodbridge, Va., International Brotherhood of Electrical Workers Local 380 of Norristown, Pa., and the Electrical, Radio & Machine Workers Activities Fund.

Evans said that a realistic goal for the trust is $500 million and that the program hopes to have 20 percent of that amount by the end of this year.

The Housing Trust was created under the laws of the District of Columbia in September 1981. Under the SEC prospectus governing its operations, however, it could not commence its investment program until it satisfied certain requirements, chief of which was raising the first $10 million.

Only labor organizations and union pension funds are eligible to invest in the trust, which has its headquarters in Washington.

Union objectives

"The Housing Trust seeks to promote important objectives of the American labor union movement by encouraging the construction of housing projects and by promoting additional and continuing employment for union members in the construction trades and related industries," the prospectus states.

"The Housing Trust proposes to achieve these union objectives by limiting its mortgage investments to union-built housing for which federally insured or guaranteed mortgage financing may be available, including housing for veterans, middle- and low-income families, and the aged."

Evans said HIT's initial emphasis will be on loans for single-family housing units. The AFL-CIO's Mortgage Investment Trust, which will continue to operate, lends the bulk of its funds for multi-family construction.

Eventually, as the program gets under way, projects will be financed in all parts of the country. Evans said that the trust fund is aiming at an investor's return of a rate "somewhere between U.S. Treasury bills and notes and corporate bonds," currently a range of approximately 10.5-12.25 percent.

Evans is the trust's financial manager. From 1968 to 1974, he headed the AFL-CIO Dept. of Urban Affairs.

Fund chairman

The trust's 15-member board is chaired by Floyd H. Hyde of Washington, a former Under Secretary of the Dept. of Housing & Urban Development and a former director of the Federal National Mortgage Association.

Union trustees include AFL-CIO President Lane Kirkland, Sec.-Treas. Thomas R. Donahue, Carpenters President Patrick J. Campbell, Service Employees President John J. Sweeney, Operating Engineers President J. C. Turner, Steelworkers President Lloyd McBride, and President Robert Georgine of the federation's Building & Construction Trades Dept.

Further information about the trust is available from Evans or William Tutt, the trust's deputy financial manager, at AFL-CIO headquarters, (202) 637-5314.

Unions spotlight Polish regime's rights violations

Continued from Page 1

the council pointed out. It noted that the overwhelming majority of Polish workers has refused to join the new government-controlled unions, and that even representatives of the former official unions have joined with Solidarnosc Chairman Lech Walesa in demanding repeal of the current trade union statute.

Passive resistance to the military regime is widespread, the council observed. In a strategy called the "Front of Refusal," Solidarnosc has successfully appealed to the Polish people not to take part in the regime's front organizations. Farmers, students, writers, actors, and intellectuals, along with the Roman Catholic Church, continue to show support for Solidarnosc.

Last week's arrest of one of the union's outstanding leaders, Bronislaw Geremek, who was charged with organizing illegal meetings and spreading false information, attests to the regime's insecurity and to the courage of the men and women leading Solidarnosc, the AFL-CIO said.

Council praises former members for contributions

Linthicum Heights, Md.—The AFL-CIO Executive Council expressed its gratitude and appreciation for the service of Vice Presidents John J. O'Donnell and William Konyha, who resigned from the council.

The council noted that O'Donnell resigned to accept nomination as an Assistant Secretary of Labor for legislative affairs. He served as president of the Air Line Pilots for 12 years and had been both a local and national negotiator for the pilots at Eastern Airlines.

O'Donnell represented both the pilots and the federation at functions around the world, and since 1979, had been a member of the council, serving on the international affairs, defense and community services committees.

Konyha's resignation from the council was effective at the end of the mid-winter meeting. His replacement on the council is Patrick J. Campbell, who succeeded him as president of the Carpenters when Konyha retired from that post on Jan. 1, 1983.

The council noted that Konyha had served his union for over a half-century as a local organizer, local president, general representative and first vice president before becoming the union's president in January 1980.

The statement said Konyha "provided energy, encouragement and wise counsel" which aided immeasurably the work of the council since 1980.

Faberge, Inc. slapped with new boycott

Linthicum Heights, Md.—A nationwide consumer boycott of products of Faberge, Inc. was endorsed by the AFL-CIO Executive Council at the request of the Oil, Chemical & Atomic Workers.

In its statement urging support of the boycott, the council condemned Faberge's efforts to destroy a long bargaining relationship with OCAW through plant shutdowns, and the "mistreatment of its workers and its runaway tactics to avoid its statutory and moral duty to negotiate in good faith with the union."

The council's action reinstitutes a boycott first begun in 1979 after Faberge ran away from its contract with over 500 OCAW members at its plant in Ridgefield, N.J., to open a new non-union plant in Raeford, N.C.

Helping members

The boycott was lifted by OCAW in July 1982 as a means of helping some 100 members of the union's Local 6-409 at the company's St. Paul, Minn., plant "re-establish decent labor-management relations."

Faberge's response, the statement stressed, was to demand that those employees yield $800,000 in wage and benefit concessions. When that demand was rejected, Faberge closed the St. Paul facility in March 1983 and moved the operations to Raeford.

Subsequently, the company offered to pay $102,000 and contractual layoff benefits to the 100 discharged workers, but only on the condition that OCAW, the AFL-CIO, or any other union would not boycott Faberge.

The members of Local 6-409 "decisively rejected this insulting proposal and OCAW has reinstituted its boycott," the council reported.

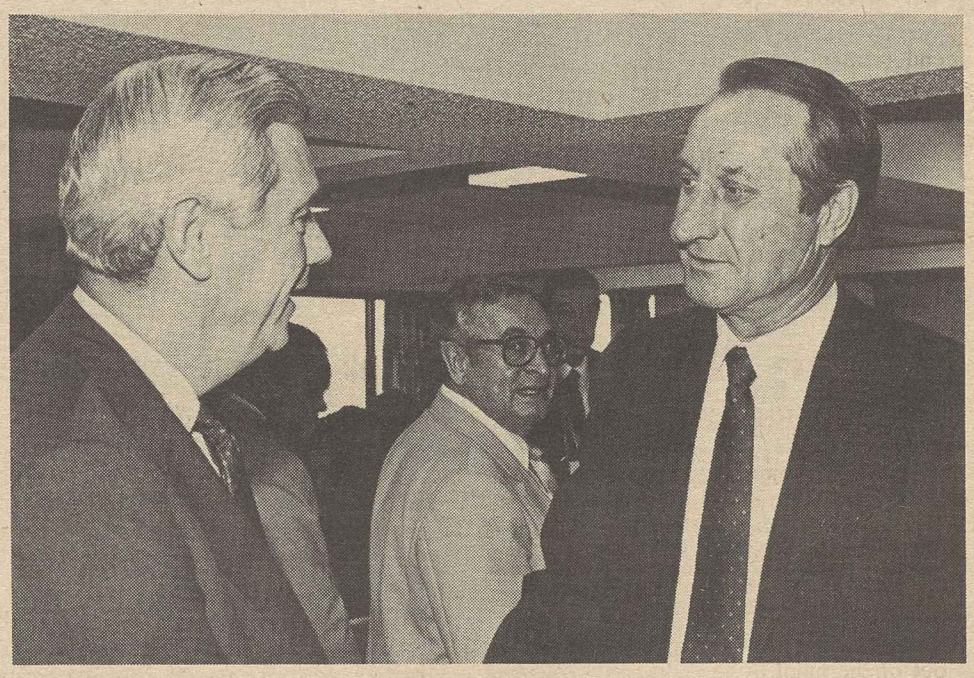
Faberge products being boycotted are sold under these brand names: Aphrodisia, Aqua Net hair spray, Babe, Brut, Cavale, Ceramic Nail Glaze, Flambeau, Great Skin, Grande Finale, Just Wonderful, Macho, Kiku, Partage, Tip Top accessories, Tigress, Woodhue, Xanadu, Zizanie de Fragonard, Caryl Richards, Farrah Fawcett and Faberge Organics.

Brooklyn Bridge called monument to workers

Linthicum Heights, Md.—The AFL-CIO Executive Council saluted the 100th anniversary of the opening of the Brooklyn Bridge during its meeting here on May 24.

The council called the bridge a monument to the skill, ingenuity and craftsmanship of American workers.

The council noted in a statement that the historic achievement of building this national landmark could not have been possible without union craftsmen.



Former Florida Gov. Reubin Askew, left, a candidate for the Democratic presidential nomination, is greeted by AFL-CIO Vice President Frank Drozak.

Council calls jobs vital to full recovery

Warns upturn in economy bypasses laid-off workers

Continued from Page 1

of council members. Askew's visit was part of the council's effort to meet with as many prospective candidates as possible before the AFL-CIO reaches a decision on whether to make a pre-primary endorsement in the 1984 presidential campaign.

The council reviewed its approach to the endorsement process and determined to maintain its present course pointing to a meeting of the federation's General Board in December where the question will be decided. **(Story, Page 1.)**

In other business, the council accepted the resignation of Vice President John J. O'Donnell to take the post of Assistant Secretary of Labor and hailed his service to the federation and the Air Line Pilots. The council also took note of the retirement of Vice President William Konyha following the February meeting and welcomed his successor, Patrick J. Campbell, both as a council member and as president of the Carpenters. **(Story, Page 2.)**

Other actions

Other statements dealt with programs to tap the talents and energy of retired union members, the observance of Flag Day, the 100th anniversary of the Brooklyn Bridge, the reinstitution of a consumer boycott against the products of Faberge, Inc., and the designation of the Liberty Glass Co. of Sapulpa, Okla., as unfair.

The council voted approval of three mergers: The Granite Cutters into the Tile, Marble & Terrazzo Finishers & Shopmen; the Hat, Cap & Millinery Workers into the Clothing & Textile Workers, and the Graphic Arts International Union with the Printing & Graphic Communications Union to form the Graphic Communications International Union, effective July 1, subject to a membership referendum now in progress.

The statement on economic policy cited Administration projections that unemployment—currently at 10.2 percent—will hover around 10 percent for the rest of the year, 9 percent in 1984 and will still be more than 8 percent in 1985.

High rate persists

At his news conference on the opening day of the meeting, Kirkland stressed that this would leave the jobless rate higher than at any postwar time except for the depths of the 1975 recession.

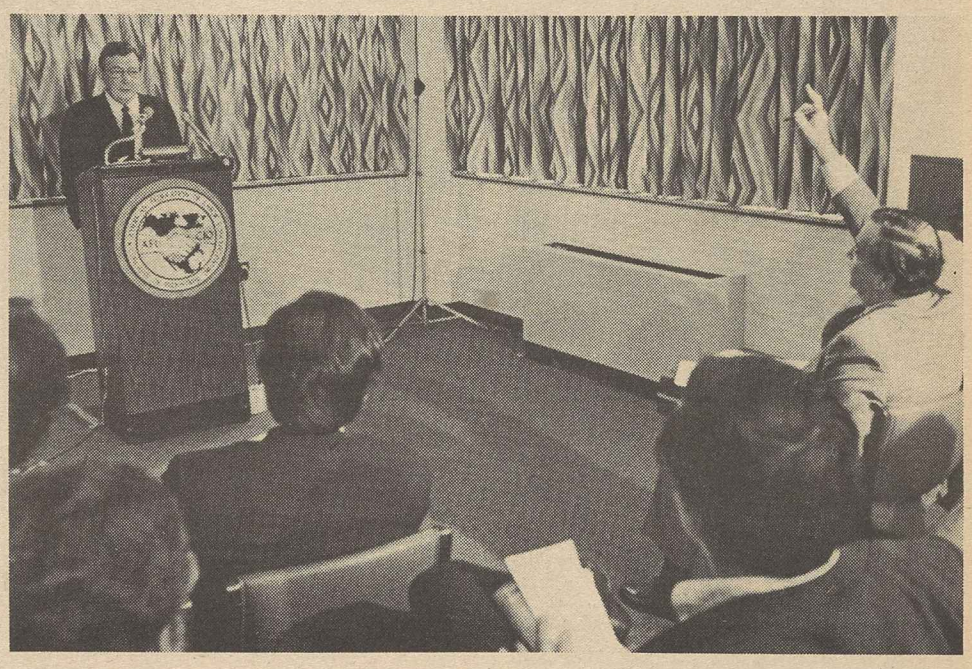
"And if that's the best we're going to do in the full bloom of a recovery," he observed, "then we have a major and deeply troubling prospect ahead of us . . . a generation of working people who will not expect to find employment at any level approaching their capacities, plus the prospect facing young people entering a labor market that is as bleak as it's ever been since the Depression."

The council reviewed and reaffirmed the economic program it set forth at its February meeting calling for measures to provide jobs for the unemployed and greater fairness in federal tax and budget policies.

Program elements

The program includes needed public service jobs, accelerated public works, expanded housing programs, broader job training and placement for youths, greater assistance for displaced workers, continuation of extended unemployment insurance, mortgage foreclosure relief and health care protection for the unemployed.

The council called on Congress to reject any further budget cuts proposed by the Administration for non-defense programs and to remove "unreasonable barriers" that prevent "millions of jobless workers and their families from receiving assistance vital to meeting minimal family needs."



AFL-CIO President Lane Kirkland fields reporters' questions.

To pay for these programs and reduce federal deficits in future years, the federation said Congress should set a $700 cap on the individual tax cut scheduled for fiscal 1983, repeal the future indexing of tax rates, and close loopholes of particular benefit to wealthy persons and corporations.

The statement noted that the AFL-CIO has called for limiting the real growth in defense spending to a range well below the Reagan Administration's proposals and for a progressive surtax on income to pay for that growth.

The council stressed that interest rates must be brought down much further, that trade policies must aim for fairness and the maintenance of "a viable and diverse U.S. economy," and that the government must adopt a national industrial program that will involve business and labor in the revitalization of the nation's basic industries.

"Some of the AFL-CIO proposals are now progressing through the Congress," the council statement noted. "We believe that policies which alleviate the suffering of the unemployed, offer job opportunities for the jobless and restore fairness to the tax and budget systems must be the highest priority for this Congress and the nation. We urge the Congress to get on with the task."

A series of background papers on various aspects of the AFL-CIO economic program accompanied the statement.

Delegation to Israel

Kirkland reported on the recent visit to Israel of an AFL-CIO delegation which he led and on the recent meeting of the Trade Union Advisory Committee to the Organization for Economic Cooperation & Development in advance of the economic summit meeting at Williamsburg, Va.

Vice President Thomas W. Gleason gave an account of the general board meeting of the International Confederation of Free Trade Unions and the visit of a federation delegation to Cairo for the dedication of a workers' university under the sponsorship of the Egyptian Trade Union Federation.

Interim reports of council committees were presented by Vice President Douglas A. Fraser on retired union members, Lloyd McBride on the U.S. Labor Dept. and J. C. Turner on regressive legislation.

A new film promoting Solidarity Day III next Labor Day as an occasion for rallies and demonstrations in every state was presented, along with a report on other plans for the events, by Kenneth Young, executive assistant to Kirkland, and Charles McDonald, assistant director of organization and field services, who is Solidarity Day III coordinator.

New TV series

The council also viewed the first program of a new AFL-CIO television series, "America Works," developed by the Labor Institute of Public Affairs. LIPA Director Larry Kirkman and Associate Director Nick DeMartino described the production of the series and its promotion among broadcast outlets and advertisers.

Sec.-Treas. Thomas R. Donahue reported on the state of the federation's finances, and the council approved budgets for the coming year of $1,512,000 for the George Meany Center for Labor Studies and $80,000 for the Asian-American Free Labor Institute, both representing reductions from the budgets for the current year. Supplemental allocations of funds were approved for the A. Philip Randolph Institute and the Coalition of Labor Union Women.

Contributions were voted to the Citizens/Labor Energy Coalition, the Industry-Labor Council of the National Center for the Handicapped, the National Society for the Prevention of Blindness, Economic Education for the Clergy, and the 20th Anniversary March on Washington.

The next meeting of the Executive Council will be held in Boston, Aug. 8-10, 1983.

Endorsement timetable reaffirmed

Continued from Page 1

A resolution calling the meeting of the General Board and setting a date and place will be drafted for the federation's convention next October. Under the AFL-CIO Constitution, the board consists of members of the Executive Council plus the principal executive officers of national and international union affiliates. For purposes of the endorsement meeting next December, the council has voted to expand the General Board to include the chief officers of state and local central labor bodies, each of whom will have a single vote.

Voting by affiliated unions will be weighted according to membership per capita payments to the AFL-CIO, and Kirkland will cast the votes of Directly Affiliated Local Unions on the same weighted basis.

Two-thirds vote

A two-thirds vote will be required for an endorsement in keeping with the rule that applies to all COPE endorsements.

Kirkland reported that the council had also considered the question of "cattle shows and straw votes" being taken at various state party conventions and conferences and had decided to deal with them on a case-by-case basis.

He cited the success of labor's position at the Massachusetts Democratic convention, where the State AFL-CIO urged union members among the delegates to coalesce behind the issue of jobs in the straw poll for candidates. Kirkland observed that the result demonstrated "strong support for unity of action and solidarity" while underscoring "the primacy of the issue of unemployment and jobs in the minds of our members."

Wisconsin poll

As for the upcoming Wisconsin Democratic convention, Kirkland said AFL-CIO affiliates will be urged to suggest to members among the delegates that they vote their own preference without any instructions or influence by their unions.

A visitor to the council meeting was former Florida governor Reubin Askew, a candidate for the Democratic presidential nomination, who presented his case and responded to questions from council members. Askew was the fifth presidential prospect to meet with the council. Earlier discussions were held with Senators John Glenn (Ohio) and Gary Hart (Colo.) last August and with Senators Alan Cranston (Calif.) and Ernest Hollings (S.C.) in February.

At his news conference, Kirkland rejected various published suggestions that labor's support might be detrimental to a candidate.

"What I'm puzzled by," Kirkland said, "is that, as nearly as I can make out, they would exclude from any role in the attention of candidates such elements of our society as working people, women, minorities and youth, which they elect to identify as special interests. Now, if you extract those groups from the voting public and then extract all others that happen to be Republican, that leaves rather small element of our society which is supposedly, I guess, to run the country."

Kirkland noted that former President Jimmy Carter, in addressing the AFL-CIO General Board on Sept. 4, 1980, had this to say about the value of labor's endorsement:

"I can tell you without any fear of being contradicted that we would not have been elected without your endorsement and your support in 1976, and we know it. We will always be grateful. But I looked on that endorsement and that support not as a gift but as an obligation on my part to be a good President for the working people of this country."

Broad concerns

Far from being a special interest group, "the trade union movement represents the interests of working people in all aspects of our life in this country and abroad," Kirkland declared, underscoring his remarks with another quotation from President Carter at the 1980 General Board meeting:

"The AFL-CIO has helped lead this country through a half-century of unprecedented social and economic progress. Every advance in this half-century—social security, civil rights, Medicare, aid to education, one after another—came with the support and the leadership, not just the support but the leadership, of American labor. You have represented all the people, not just your own members."

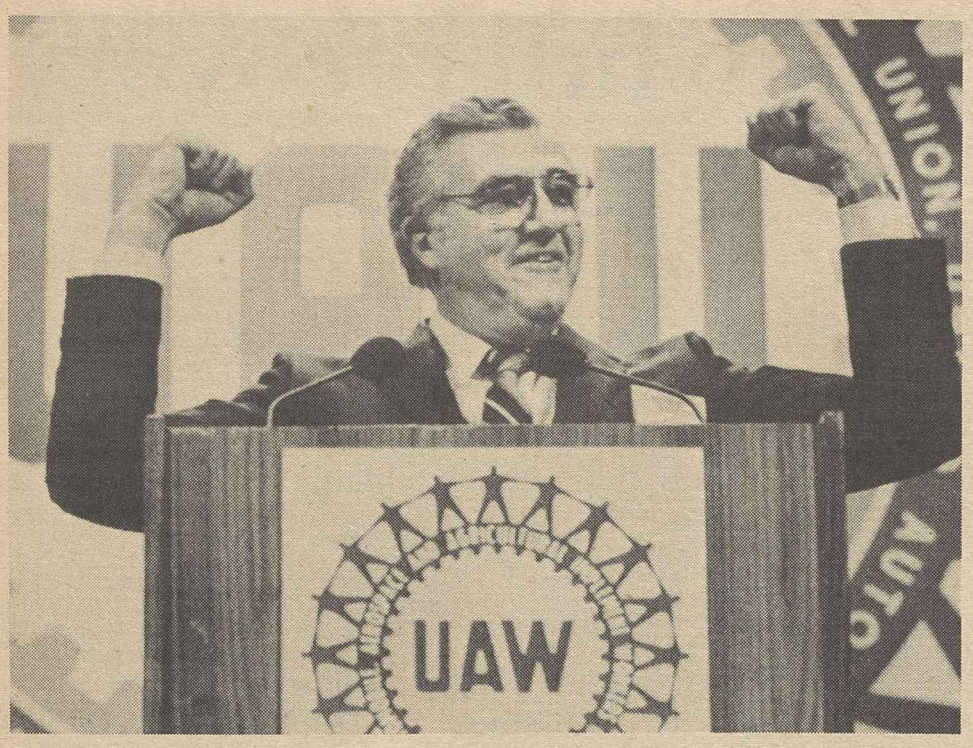
Liberty Glass Co. placed on unfair list

Linthicum Heights, Md. — The AFL-CIO Executive Council placed Liberty Glass Co. of Sapulpa, Okla., on the federation's unfair list, and expressed support for locked-out members of the Glass, Pottery & Plastics Workers attempting to gain a contract.

The council acted at the request of the union whose 350 members were escorted out of the plant by the company's security force just two hours before the three-year contract was to expire on April 1. The company has been advertising nationally for strikebreakers, the council said.

In condemning the company's attempt to end a 45-year bargaining relationship with its employees, the council urged the AFL-CIO Union Label & Service Trades Dept. and the labor press to publicize its anti-union activities.

The company's out-of-state security force "harasses locked-out workers by videotaping their movements recording auto tag numbers and using other techniques of intimidation," the council charged.



Owen Bieber takes over helm at UAW.

Trade ruling hit as free ride for subsidized shoe imports

The International Trade Commission's decision to revoke the long-standing countervailing duties on shoes imported from Brazil, Spain and India drew a sharp rebuke from labor and management leaders who said they were baffled by the actions.

The ITC voted on May 10 by 2-1 to lift the countervailing duties against Brazil and Spain and by 3-0 to remove the duties against India.

Presidents of the Food & Commercial Workers and the Clothing & Textile Workers, both of which represent workers in shoe manufacturing, rebuked the commission's actions.

'Unconscionable' action

UFCW President William H. Wynn charged, "This is yet another blow to the battered shoe industry. The ITC decision is simply unconscionable in the face of the current dismal situation" in the industry.

ACTWU President Murray H. Finley added, "Since termination of import relief by President Reagan on June 30, 1981, the U.S. shoe market has been flooded by imports, and import penetration has risen to record levels well in excess of 60 percent. Job losses have been staggering and unemployment levels are massive. This wholly negative determination by the ITC at this time is mind boggling." He promised that the unions will review the commission's report when it is released and examine the "courses of action to be taken to save this industry from virtual elimination."

Under U.S. trade law, countervailing duties can be levied to compensate for the amount the manufacturer of a product is subsidized by the government of the exporting nation.

The ITC held that the subsidies the three countries provide for their non-rubber footwear industries are not causing or threatening "material" injury to the U.S. footwear industry.

Overall imports of shoes into the U.S. jumped from 375 million pairs in 1981 to 480 million in 1982 and reached 160 million in the first quarter of 1983.

At the same time, the average number of workers in the U.S. footwear industry fell from 142,000 in 1981 to 128,000 in 1982, a 10 percent decline, while footwear industry unemployment jumped from 12.5 to 19.4 percent last year. Since 1968, employment in the industry in America has been cut in half and some 400 factories have been forced to close permanently.

The Commerce Dept. found subsidies of nearly 20 percent on Brazilian footwear, 15 percent on Indian and 2.5 percent on Spanish footwear. Spain and Brazil are among the top six foreign footwear suppliers to the United States, last year shipping a combined 64 million pairs.

Market penetration was 47 percent in 1977 when, under the Carter Administration, the industry won import protections against Korea and Taiwan. The Reagan Administration in 1981 rejected the unanimous ITC recommendation to continue trade restraints on Taiwan, the top foreign supplier. Since the restrictions were lifted, shipments from Korea have more than doubled to 90 million pairs and those from Taiwan are up 55 percent to 183 million

Imports cost jobs

UFCW's Samuel Delfino, director of the manufacturing division, said, "The termination of import relief for this industry in 1981 has clearly led to excesses in imports to the detriment of our workers. This week's ITC decision will compound these problems. We expect Brazil, Spain and India to continue and possibly increase subsidies to their shoe industries."

ACTWU Vice President Angelo Georgian, director of the shoe division, charged that "shoe workers have been let down by our government once again. Despite the fact our workers are the most productive in the world, it is difficult for even the most efficient industry to compete against products that benefit from foreign government subsidies."

'Their turn to give'

UAW's Bieber sends message to industry

Dallas—Companies that owe their survival to contract concessions by the Auto Workers were put on notice at the UAW convention that "it's their turn to do some giving" after they return to profitability.

"We have given all we are going to give," UAW President Owen Bieber assured 2,500 convention delegates who broke into his inaugural address repeatedly with applause and standing ovations.

Bieber, elected by acclamation to succeed Douglas A. Fraser at the helm of the 1.1 million member union, pledged to continue the UAW in the progressive path shaped by his predecessors.

He called for "new approaches to organizing" to build the union's membership and warned against the false economy of retrenching on union education programs or neglecting improved means of communicating with union members.

"In the short term, we must continue to halt the hemorrhaging of our jobs," Bieber said. But the long-term fight is "for an economic system in which work is a right, not a privilege."

Over the past three years, Bieber noted, the UAW has shrunk in membership because of the wave of layoffs and plant closings in the industries where its members work. And at the bargaining table, "we found ourselves dividing up scarcity rather than sharing prosperity."

But there has been no decline in the UAW's resourcefulness or commitment, he stressed. "Adversity has made us tougher as a union."

Political action

In the political arena, "we've got to turn Ronald Reagan out of office if he runs again because he's redistributing money from working people and the poor to the very rich," Bieber said. "We've got to retake the Senate and that means going out now and beginning the work at the grass roots."

Elements of key resolutions adopted by the convention were incorporated into a "UAW Blueprint for a Working America."

Bieber and Fraser presented highlights of the proposal and answered questions from reporters on a televised news conference beamed from Dallas to 11 cities with heavy concentrations of UAW members. Questions came from reporters covering the convention and were phoned in by the news media in the targeted cities.

The thrust of the UAW proposal is "rational planning" by government, industry and labor to achieve full employment and strengthen the nation's industrial base while developing new industries to meet future needs.

In convention action, delegates approved a constitutional change affecting the dues formula and the UAW strike fund.

In the past, 30 percent of dues has been earmarked for the UAW strike fund, which totaled $516 million before the convention.

Starting in July and running through June 1984, the strike fund contribution will drop to 15 percent. Ten percent of dues will be rebated to the locals and the remaining 5 percent will go to the UAW's operating expenses. The full 30 percent figure will be reinstated next July until after the 1984 round of major bargaining is completed. Thereafter, the reduced rate formula will go into effect when the strike fund reaches $550 million and the full payment will be reinstated when it drops below $500 million.

Strike benefits

Sec.-Treas. Ray Majerus announced during the debate the executive board's intent to raise the basic strike benefit from $65 to $85 a week, effective for current strikes.

The convention approved salary increases for UAW officers that had been voted three years ago but never put into effect because of wage freezes under UAW contracts. It brings the salary of the UAW president to $74,894; $67,252 for the secretary-treasurer, and $56,625 for vice presidents, plus quarterly cost-of-living increases.

Bieber announced changes in areas of responsibilities for a number of union officers.

Vice President Donald F. Ephlin, who has headed the UAW's Ford Dept. will replace Bieber as the union's top negotiator with General Motors. Vice President Stephen P. Yokich will be in charge of the Ford Dept. and also be responsible for the union's organizing operations. The newcomer among the vice presidents, Bill Casstevens, will be in charge of dealings with agricultural implement firms, Mack Trucks and Volkswagen. Vice President Odessa Komer will take over the UAW's independent parts and suppliers department. And Vice President Mark Stepp, who heads the Chrysler Dept. will also supervise the technical, office and professional department covering white-collar membership.

Walesa honored

Dallas—Lech Walesa, who founded and inspired Poland's Solidarity trade union federation, was honored with the UAW's Social Justice Award at the union's convention here.

"Behind Lech Walesa stand 10 million workers and all of Polish Society," Douglas Fraser said on behalf of the UAW. An exiled Solidarity leader, Mirek Chojecki, accepted the award for Walesa. But Walesa, who has been denied travel rights by Poland's rules, sent a message to the convention thanking the UAW for treating the struggle of Polish workers "as a universal issue relevant to the entire democratic trade union movement around the world."

Short course offered on computer basics

The George Meany Center for Labor Studies is offering an introductory course to computers June 14.

Participants will hear about the development of computers, about hardware and software and will be introduced to the principles of programming.

Instructors for the one-day seminar—Computer Literacy for Unionists—will be Dianne Martin and Rachelle Heller who teach the subject at the University of Maryland and the Smithsonian Institution.

The course is open to any member or staff member of an AFL-CIO affiliate. The cost is $15.

Broader role for retirees pressed

Linthicum Heights, Md.—Greater organization of retired workers, particularly union retirees, can make a significant contribution to the achievement of labor's goals, the AFL-CIO Executive Council said.

"Retired union members are a great national resource," the council observed in a statement. "Organized labor must make the fullest use of their wisdom, talents, and skills."

Many retired union members already are deeply involved in legislative and political programs, and have made a valuable contribution to labor's political and legislative efforts through aggressive campaigns of letters, telegrams, and participation in demonstrations, the council noted.

It said much credit should go to the National Council of Senior Citizens and Concerned Seniors for Better Government, which have worked closely with organized labor in behalf of programs of benefit to the elderly and to all Americans.

A major objective of the AFL-CIO has been to encourage its affiliates and state and local central bodies to keep in touch with retired members through senior citizen clubs that are organized with union backing, the council noted.

Many affiliates recognize that amendments to their constitutions are required to implement effective programs that will maintain a continuing relationship with their retired members. Often, these same unions find themselves unable to undertake desired programs until a scheduled convention makes appropriate action possible.

While the policy with respect to their retirees is a matter for each union to determine, the council said, it urged national and international unions to work with the AFL-CIO Executive Council's Ad Hoc Committee on Retirees, and to:

- Establish retired members' clubs and affiliate them with the National Council of Senior Citizens.
- Encourage cooperation with the activities of Concerned Seniors for Better Government.
- Designate at least one person, preferably on a full-time basis, to work on retiree activities.
- Support national, state, and local programs providing opportunities for retirees to engage in creative services to the community and nation and for political education and participation.

The council urged affiliates to take required action to facilitate achievement of these objectives.

Women bearing brunt of Reagan's budget cuts

Los Angeles—President Reagan's economic policies are unfair to women—especially the elderly and the minorities, AFL-CIO Vice President Joyce D. Miller told the Women in the Work Force Conference here.

"Mothers and their children, young girls, working women, those seeking jobs, and women in their senior years should not be expected to bear the burden of the Administration's plan for the nation's economic recovery," Miller stressed.

But the message that emerges from the Reagan budget "is clear and disturbing," she warned.

In keynoting the three-day conference sponsored by the California AFL-CIO and the Coalition of Labor Union Women, Miller charged more cuts are in store for maternal and child health and nutrition programs and in Aid to Families with Dependent Children (AFDC).

The Administration is also pushing a subminimum wage for youth and work fare schemes involving dead-end minimum wage jobs with no skill training provisions, she stressed.

"If enacted, the 1984 Reagan budget will have a devastating effect on women at every stage of their lives. The gender gap, documented by the pollsters, exists because federal policies like these are cementing it," she said.

Miller, who is also a vice president of the Clothing & Textile Workers and president of CLUW, cited grim statistics showing:

- The jobless rate for female teenagers is more than double that for males.
- Between April and June 1982, women, who make up 29 percent of the federal workforce, suffered 46 percent of all federal job cuts.
- The median income for older women in 1981 was only $4,757, about 58 percent of older men's income of $8,179. Seventy-two percent of the elderly poor are women.

Reagan message

The bottom line is that "the Reagan budget is unfair to women," she stressed.

California AFL-CIO Sec.-Treas. John F. Henning stressed that union women in that state are assuming more leadership positions, pointing out that 12 women now serve either as presidents or secretary-treasurers of the state's 26 central labor councils.

Henning noted achievements in women's rights made in California, including extension of full unemployment disability insurance benefits to women workers under California's unemployment disability insurance program and enactment of the first pay equity legislation in the nation.

He reported that the state federation had obtained promises from all 28 Democrats and one Republican in the California congressional delegation to support passage of a new Equal Rights Amendment.

Murray Seeger, AFL-CIO information director, told the conference that organized labor's media problems can be divided into two sectors: bias or outright animosity toward organized labor, and ignorance, both in knowing little about organized labor and ignoring labor's presence.

While bias must be fought at every turn, Seeger said, the bigger problem for organized labor is ignorance in the media.

He noted that with the creation of the Labor Institute of Public Affairs, the AFL-CIO itself "is now well on the way to improving its skills and adding to its resources for better communications," through the use of television as well as its traditional information and education programs.

Rights champion

The conference included a presentation of a dramatization of the life of Susan B. Anthony, the 19th century fighter for women's right to vote.

The conference also featured a series of workshops on developing leadership skills, organizing, pay equity, the CLUW Empowerment Project, arbitration, communications skills, lobbying for legislative objectives, and a panel discussion on technological change and its impact on women workers.

Speakers included Ellen Wernick, director of the CLUW Center for Education & Research, who outlined the coalition's leadership training program for trade union women.

Randolph Institute speakers urge stronger rights alliance

Philadelphia—Delegates to the A. Philip Randolph Institute's 14th national conference were urged to strengthen their organization and solidify the links between blacks and labor unions.

"The labor-black alliance must be at the center of any strategy for black progress," Institute President Norman Hill told over 800 black trade unionists and community leaders at the three-day meeting here.

Kenneth Young, executive assistant to AFL-CIO President Lane Kirkland, said the election of Chicago Mayor Harold Washington "was a test of our relationship with labor's traditional coalition allies, and I think we all passed that test."

The Chicago election also stimulated serious discussion of a black presidential candidacy, Young noted. But he cautioned that "if there is to be a black candidate, let it be a candidate in the Democratic primaries, not the candidate of a third party."

Third parties

"A black party makes no more sense than a labor party," he said. "Either would be destructive, by driving the Democratic candidate more to the center—to show voters a clear distinction—and by depriving a serious Democratic contender of the ballots needed to defeat a Reagan."

Also addressing the conference were Sen. Frank Lautenberg (D-N.J.); Philadelphia's Democratic mayoral candidate, Wilson Goode; Rep. William Gray (D-Pa.), a leader of the Congressional Black Caucus; APRI Chairman Bayard Rustin; Gus Tyler, assistant president of the Ladies' Garment Workers, and Dr. Bernard Anderson, director of social sciences for the Rockefeller Foundation.

Guest speakers

Other speakers and leaders of workshops were AFL-CIO Information Director Murray Seeger, AFL-CIO Vice Presidents Frederick O'Neal and Barbara Hutchinson, AFL-CIO Civil Rights Director William Pollard, Pennsylvania State AFL-CIO President Julius Uehlein, Steelworkers Vice President Leon Lynch, and Service Employees Civil Rights Director Velma Hill.

APRI's Hill reminded delegates that this year marks the 20th anniversary of the historic March on Washington for Jobs and Freedom organized by Rustin and A. Philip Randolph.

"In the 20 years since the march, blacks have won the right of access to jobs," he said. "Yet access alone is not enough. For blacks to fully participate in our nation's life they must participate fully in its economic life."

The emotional high point of the conference came on the final day, when Andrew Zulu, vice president of the Federation of South African Trade Unions, and Norman Middleton, an organizer for the Confederation of Unions of South Africa, addressed the conference.

The two black trade unionists detailed the struggle to organize South Africa's black workers and spoke of continuing efforts to eliminate racial segregation and create democratic majority rule in that country.

Another highlight of the conference was presentation of the 1983 A. Philip Randolph Freedom Award to black opera singer Marian Anderson for her contributions to the cause of civil rights and social justice.

Achievement award

The institute's Achievement Award went to William Burrus, executive vice president of the Postal Workers, for his contributions to the cause of trade unionism and civil rights in the tradition of A. Philip Randolph.

APRI's Special Recognition Award was presented to William Bowe, treasurer of the New York City AFL-CIO, and a longtime leader of the Sleeping Car Porters.

The A. Philip Randolph Institute is a national organization of black trade unionists, which conducts voter registration drives, voter education programs, a trade union intern program, and grass roots legislative lobbying efforts.

Phil Randolph award

William Burrus, right, executive vice president of the Postal Workers, receives the 1983 A. Philip Randolph Achievement Award from APRI President Norman Hill, center, and Steelworkers Vice President Leon Lynch at the institute's national conference in Philadelphia.

Unionists urged to join in national Flag Day pledge

Linthicum Heights, Md. — All union members have been urged to "pause for the pledge" and join in the national observance of Flag Day, June 14.

The federation's Executive Council noted in a statement that local observances will be held nationwide that coincide with ceremonies held at Fort McHenry in Baltimore harbor, where Francis Scott Key was inspired to write the Star Spangled Banner during the War of 1812. The pause for the pledge to the flag is timed for 7 p.m. (EDT).

The AFL-CIO will be represented at the Fort McHenry ceremonies "as befits the national pride and patriotism of American workers and their unions."

The council statement pointed out that union members "traditionally open their meetings with the Pledge of Allegiance" because workers know "how great a treasure we have in this democracy in which the right to assemble freely and to organize in pursuit of common goals makes our free trade unions possible."

Arizona state fed broadens ranks to retirees, auxiliaries

Tucson, Ariz.—Delegates to the Arizona AFL-CIO convention shaped plans for a Solidarity Day III march in Tucson on Labor Day, and amended the federation's constitution to admit auxiliaries and union retiree groups as voting affiliates.

Keynoting the three-day session, Sec.-Treas. Darwin Aycock declared that the Solidarity Day I march in Tucson, which coincided with the massive 1981 demonstration on the National Mall in Washington, "was the spark that ignited the campaign" that sent Jim McNulty (D) to Congress to represent the people of the new 5th District. Aycock predicted that Solidarity Day III, with marches, demonstrations and other events in every state, "will prelude the election of a new and more effective and compassionate national administration and Congress in 1984."

Larry Spitz, president of the Union Clubs of Arizona, told the nearly 300 delegates that the union retiree organizations look forward to affiliation with the state federation and "direct participation with the labor movement on major issues and campaigns throughout the state."

Delegates unanimously approved a strong economic resolution that called on Congress and the President to "resurrect the Full Employment & Balanced Growth Act of 1978 from its present burial ground," and to "vigorously and without delay implement" its words and intent.

The resolution stressed the importance of a united labor campaign for full employment, noting that "organized labor is the only force in this country capable of now ensuring that the Humphrey-Hawkins program is carried out.

President Pete McGhee, Aycock, three vice presidents and 10 executive board members were elected to two-year terms without opposition.

Convention speakers included Rep. McNulty, President Albin J. Gruhn of the California AFL-CIO; State COPE Director David Gregory; AFL-CIO Region VI Assistant Director Ed Collins; Earl McDavid of the Union Label & Service Trades Dept.; HRDI Field Representative Kenneth DeBey; Laborers Vice President Mason Warren; Grace Carroll, coordinator of the Rocky Mountain Labor School, and Stephanie Kamieniecka of Solidarnosc.

Lane Kirkland named to broadcast board

AFL-CIO President Lane Kirkland has been named to the Board for International Broadcasting, an independent federal agency that supervises the operations of Radio Liberty and Radio Free Europe.

Kirkland's nomination was announced by President Reagan.

The agency, with headquarters in Washington, was created by Congress in 1973. Radio Liberty broadcasts transmissions to the Soviet Union while Radio Free Europe beams programs to Eastern Europe.

Minnesota message

Billboards in Minnesota spell out the message that U.S. jobs depend on consumers buying American-made products. It's all a part of the consumer education campaign sponsored by the State AFL-CIO, local central labor councils, and participating union employers. One hundred of the billboards are spotted in key locations across the state, including 30 in the Minneapolis-St. Paul area. Gov. Rudy Perpich declared May as the "Buy American" month for the state.

Stronger federal role pressed to aid vocational education

The AFL-CIO and a panel of union witnesses urged Congress to strengthen the federal commitment to vocational education and to reject an Administration proposal to substitute block grants that states could use for other purposes.

An AFL-CIO statement, submitted to a House Education & Labor subcommittee, stressed the American labor movement's close involvement with school vocational programs from its origins.

The educational function of the program should not be neglected, the AFL-CIO urged. High school students should continue their core academic subjects while receiving skill training, the AFL-CIO urged. "Vocational education should be held to the highest possible standards in both the practical and academic education offered to their students," the statement emphasized.

The AFL-CIO opposed consolidation of the program with adult basic education designed to improve functional literacy and urged federal support for measures to assure minority and inner-city youngsters equal access to quality vocational education institutions.

It urged the importance of broadly representative state and local vocational advisory councils that include labor representatives. Organized labor's input can prevent "overtraining for a few popular programs where there is already an oversupply of workers, while at the same time encouraging the development of programs where there is likely to be a need" for workers, the statement noted.

Issue of interpretation

The AFL-CIO protested the Reagan Administration's interpretation of the requirement under existing law that the National Advisory Council on Vocational Education shall include persons who are "representative of labor and management." There has been no appointment from labor ranks to the council, the federation said, and the council's staff "interprets the law to mean either a labor or management representative."

It urged Congress to make clear that the council should include knowledgeable persons from "both organized labor and management." The subcommittee heard testimony from:

- Reese Hammond, education and training director of the Operating Engineers, who stressed the importance of performance standards to assure quality education.

Candidates for apprenticeship coming out of vocational schools, Hammond urged, should be able to read technical manuals; have a basic understanding of trade mathematics; be able to "reason out" a problem and have had the benefit of education for public service and education for life, as well as for work.

- Paul Cole, vice president of the American Federation of Teachers, who said federal investment in vocational education "will more than repay its costs."

Training in vocational skills is just "one component in a comprehensive vocational education curriculum," he said. Most graduates of such a program will change jobs several times in their working lives, he noted. "Thus, they need generalized vocational and academic skills that will allow them to make the transition from one job to another successfully."

- James E. Tinkcom, technical director in the Apprenticeship & Training Dept. of the Carpenters, said a function of vocational education should be to give young people an introduction to a broad range of possible trades and skills.

Bipartisan plan

Congress unfreezes funds for MX missile

Both the House and Senate approved a resolution, supported by the AFL-CIO, that will allow funds appropriated last year to be used to develop engineering plans for the basing of the MX missile and for flight tests.

Congress last December voted to hold up the $625 million funding for the program until the President proposed a new basing plan for the MX and both the House and Senate agreed to a resolution making the funds available.

The House adopted the resolution by a 239-186 vote and the Senate followed through the next day with a 59-39 vote.

Approval followed President Reagan's endorsement of the recommendations of a bipartisan commission chaired by retired Air Force Gen. Brent Scowcroft. The panel had proposed as an immediate step deployment of 100 MX missiles, each armed with 10 warheads, in restructured Minuteman silos. At the same time, development would be begun on smaller single-warhead missiles while efforts are intensified for arms control agreements.

In a letter to both House and Senate members, AFL-CIO Legislative Director Ray Denison said the Scowcroft Commission proposals are consistent with the findings of the AFL-CIO Defense Committee in its report to the federation's Executive Council earlier this year.

He said the AFL-CIO backs development and deployment of the MX in the context of the Scowcroft Commission report and urged Congress to support the report in its entirety.

Defense budget

Still ahead, however, is House action on the Defense Dept. authorization bill for fiscal 1984, which would provide funds for the actual procurement of the MX missile. That bill is expected to come to the House floor in early June.

In other congressional developments, a House-Senate conference committee began the search for a consensus on a budget resolution setting overall spending ceilings and revenue targets for the fiscal year starting on Oct. 1, 1983.

The House has passed a labor-endorsed budget resolution that would provide substantially more funding for domestic programs than Reagan had proposed while canceling scheduled tax cuts or closing loopholes to bring the projected deficit substantially under the President's figure.

With the President insisting he would veto any tax increase or spending bill he considered excessive, the Senate first failed to get a majority for any of three proposed budgets.

It finally adopted, by a 50-49 vote, a version shaped by a group of Republican moderates that comes closer to the Democratic House version than the President wanted. Both measures would hold he increase in defense spending below the after-inflation 10 percent rise sought by Reagan. The House version would cut the real increase to 4 percent and the Senate resolution would hold it to 6 percent.

Veto possibility

With the Senate splintered on the issue, the conference committee faces a more difficult task than usual. Reagan can't veto a congressional budget, but he can veto appropriations or tax bills enacted to carry out its provisions. In other action:

- Labor's campaign for a domestic auto content bill got a boost from a House Energy & Commerce subcommittee which approved H.R. 1234, moving it up to the full committee agenda.
- The Senate Finance Committee approved, 11-7, a labor-opposed Administration bill to provide tax credits for parents who send their children to private elementary and secondary schools. It faces a possible filibuster on the Senate floor.
- The AFL-CIO wrote House members urging support for an alternative to the Administration's Caribbean Basin Initiative. The labor-backed bill by Rep. Richard A. Gephardt (D-Mo.) and other co-sponsors would set tight standards to assure that benefits go to the people of the Caribbean region and not to job-destroying multinational corporations.

labor studies

Organizing techniques and the use of computers in union administration will be the principal topics for study at the George Meany Center during June. The schedule:

Union Computer Users, June 15 — A session for union officers to exchange experiences, costs and needs on methods to cut costs and provide specialized programming. By invitation.

Computers for Local Unions, June 26-July 1 — A one-week institute with hands-on demonstrations for union leaders who are thinking of buying a computer to keep membership records, financial accounts and other data.

Organizing Techniques I, June 26-July 1 — A basic course in organizing, covering plant section, in-house committees, house calls, winning issues and countering employer hostility.

Seven AFL-CIO unions will use the Silver Spring campus during June for staff training: District 1199 of the Retail, Wholesale & Dept. Store Union, June 1-3; Food & Commercial Workers, June 6-8; State, County & Municipal Employees, June 8-10; Carpenters, June 12-17; Air Line Pilots, June 19-21; Boilermakers, June 26-July 3, and Teachers, June 26-July 1.

The American Institute for Free Labor Development will have two groups on campus during the month: 24 union leaders from Bermuda, June 4-11, and 40 Spanish-speaking trade unionists from Latin America, June 19-July 22.

The center's July offerings will feature a class on **Corporate Research** for affiliates of the AFL-CIO Food & Beverage Dept. and an institute on **Arbitration Techniques.**

Additional information about these and other courses is available from Fred K. Hoehler, Jr., executive director, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903.

Clothing Workers improve security in new Xerox pact

Webster, N.Y.—Unionized production workers at Xerox Corp.'s manufacturing plant here ratified a new three-year agreement that exchanges concessions to management for greater job security.

Approved after two contract extensions, the pact covers some 3,100 members of the Clothing & Textile Workers. ACTWU was the predominant industrial union in the Rochester, N.Y., area when the plant began operating in the 1930s and won representation rights at that time. The Webster plant is Xerox's largest manufacturing facility.

The new contract calls for a freeze on pay and cost-of-living adjustments the first year of the agreement. In addition, it provides for work rule changes, a strict absenteeism plan, greater employee contributions to health care coverage, and the elimination of six personal paid holidays.

Other provisions include guaranteed employment for all workers for the life of the contract and an increase from $45,000 to $50,000 in life insurance coverage.

The company said reductions in labor costs, cost containment, and productivity improvements were needed because it had been "hit very hard by competition from Japan."

Under the pact, hourly pay of $11.80 will be frozen in the first year. Pay will rise by 1 percent in the second year and by 2 percent in the third year of the agreement. A cost-of-living provision calling for one cent for each three-tenths of a point rise in the federal consumer price index will be suspended for one year.

The health insurance plan under the old contract provided 100 percent of hospital and surgical coverage and 80 percent of other services with a $100 deductible—$200 for families. Under the new agreement, the deductible will be 1 percent of pay, and workers will pay 20 percent for all services up to 4 percent of pay.

EDITORIALS

Government for the people

THE ACHIEVEMENTS of the Tennessee Valley Authority are a symbol of what responsible government can accomplish.

No investment, public or private, has brought richer returns for so many Americans.

TVA provided jobs for thousands of people made desperate by the Depression.

It provided low-cost power and transportation, fertilizer and new crops for farmers. It brought social and economic progress.

How do you calculate the cost benefit of the diminished risk of flood, the decline of once-rampant malaria, the proliferation of recreational facilities and schools?

Earlier this year, we celebrated another 50th anniversary—that of Franklin Delano Roosevelt's first inaugural address.

In that address, Roosevelt declared, "Our greatest primary task is to put people to work. This is no unsolvable problem if we face it wisely and courageously. It can be accomplished in part by direct recruiting by the government itself, treating the task as we would treat the emergency of war, but at the same time, through this employment accomplishing greatly needed projects to stimulate and reorganize the use of our natural resources."

The activist government of Franklin Roosevelt was viewed with suspicion and distrust by business leaders and politicians. Then, as now, there was fierce opposition to the idea of government acting in the interests of all citizens.

Yet we continue to live off the capital created by those New Deal programs.

Franklin Roosevelt believed that the federal government had a higher duty than to sit on its hands, issue cheerful forecasts, and keep count of the unemployment and foreclosure rates.

The New Dealers embraced the right of free association that enabled workers to organize and negotiate with their employers.

They curbed exploiters of child labor, and established the minimum wage and unemployment insurance.

During this period, the federal government developed the substructure of our economy: the roads, the highways, the market facilities. Our land was reforested and restored. The Public Health Service made the elimination of disease a national priority.

OUR NATION'S needs are no less urgent now than 50 years ago. They cannot be addressed constructively by a government that believes and argues that government itself is the natural enemy of the people.

We in organized labor do not agree with that proposition. We think government should be the people's partner in progress.

We think that TVA is proof that the federal government can play that role, and meet its constitutional responsibility to promote the general welfare.

We have therefore put before the government wide-ranging proposals aimed, in the short run, at putting America back to work.

We have urged the creation of a tripartite National Reindustrialization Board—including representatives of labor, business, and government—which would develop a balanced program to insure the revitalization of the nation's sick industries and decaying communities, while at the same time encouraging the development of new industries with promise for the future.

We have urged creation of a financing agency, patterned after the Reconstruction Finance Corp. of the 1930s and 1940s, which would be authorized to make and guarantee loans to finance approved reindustrialization ventures.

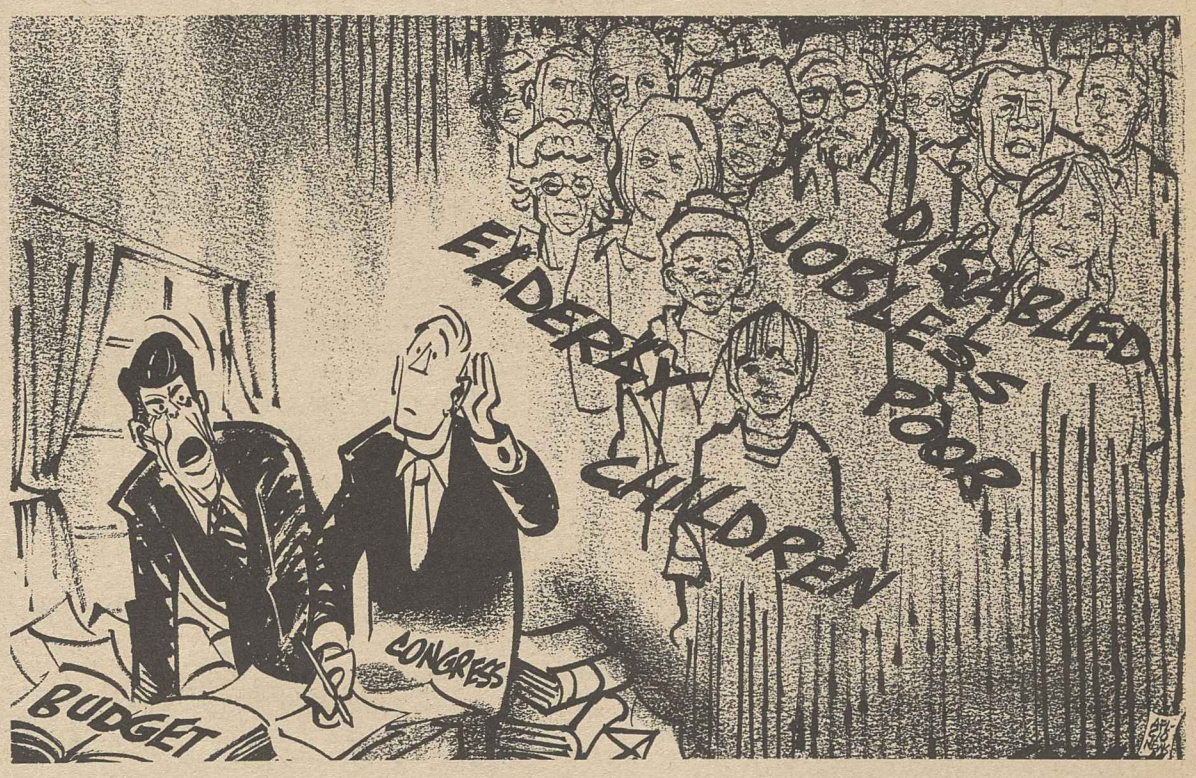
That is the kind of approach to the realities of modern life and to the responsibilities of representative government that made TVA a reality.

That is the kind of action that Americans must demand of their government once again.

In a democracy of, by and for the people, government—not on our backs but at our side—has an inescapable responsibility to channel our vast unemployed human resources into the rebuilding of America.

—AFL-CIO President Lane Kirkland at the TVA 50th anniversary observance, Knoxville, Tenn., May 18, 1983.

'Voices? I Don't Hear Any Voices!'



Washington Window

Blame shifted to victims of job-connected diseases

By Press Associates, Inc.

Readers of the labor press are all too familiar with the subversion of occupational health and safety protections under the Reagan Administration. Many workers know first-hand.

What may be less obvious is an escalating propaganda offensive by industry and its "deregulation" allies in government to shift the blame for work-related disease and injury from the workplace to the worker.

At a recent Machinists conference on safety and health, scientist Samuel S. Epstein titled his talk, "Blame the Victim—An Evolving Strategy by Industry and Its Consultants."

Epstein, professor of occupational and environmental health at the University of Illinois School of Public Health, is a recognized authority who has been a consultant to congressional committees, federal agencies and organized labor.

Epstein said that by most estimates, some 100,000 American workers die each year from past exposure to toxic chemicals. No one knows what the final cost will be in human lives, disease, birth defects and infertility caused by avoidable hazards in the workplace. As for the financial costs, Epstein said, in the long run, "failure to regulate is far more expensive than to regulate."

Administration aid

But this fact has not slowed many corporations, now aided and abetted by what Epstein called "a lawless Administration," in their tireless efforts to get "government off our back."

As a key component of the deregulation drive, Epstein said, industry has been heavily promoting such blame-the-victim schemes linked to the worker's lifestyle. "If you get cancer, it's your fault. It's your smoking, your drinking, your diet, or because you chose the wrong parents."

Smoking, of course, has been shown to be a major cause of cancer. But industry and its highly paid "experts" have been "using smoking as a smokescreen to divert attention from a wide range of occupational exposures" to cancer-causing and suspect substances, said Epstein.

Lung cancer among non-smokers, said Epstein, has doubled since 1959. For some half-dozen occupations, such as uranium mining, the lung cancer rates of non-smokers is about the same as for smokers, he said.

Industry study

Epstein cited a study by the American Industrial Health Council which concluded that between 20 and 40 percent of all cancers are due to occupational exposures. He said the industry-funded council commissioned other scientists to refute its own study, but in vain.

As organized labor and other groups became more knowledgeable about workplace hazards, industry sharpened its own tools.

Methods include "manipulation and distortion of scientific data" as well as outright "suppression" or "destruction" of information not to its liking. An example is the recent news that Industrial Bio-Test Laboratories, owned by a chemical firm, falsified the results of safety tests of more than 200 pesticide chemicals.

Industry's hired hands now are trying to draw a fine line between carcinogens which are known to cause genetic damage and those which have not been so shown to, said Epstein. The aim is to convince regulators and the public that they shouldn't worry much about the second category.

Eula Bingham, who headed an active Occupational Safety & Health Administration under President Carter, told conference delegates that it would take "at least three or four years of building for each year of tearing down" OSHA by the Reagan Administration.

"This means that what a union does is more and more important," said Bingham. "Demand and negotiate health and safety in the workplace."

AFL-CIO news

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Vol. 28, No. 21 SATURDAY, MAY 28, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
American Federation of Labor and Congress of Industrial Organizations

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NLRB solicitor retained ties to anti-union group while at Labor Dept.

By David L. Perlman

Hugh L. Reilly didn't cut his ties with the National Right to Work Legal Defense Foundation when he went to work for the Labor Dept. in 1981.

Only after he moved to the National Labor Relations Board as its solicitor did he withdraw as the lead counsel in a "right-to-work" case against the Communications Workers, informing the court just two months ago that his new duties at the NLRB "may be thought by some" to conflict with his continued participation in the case.

Court papers cited in newspaper and press service stories show Dotson's active participation in the anti-union lawsuit at the same time he was working as executive assistant to Donald L. Dotson, then the Assistant Secretary of Labor for Labor-Management Relations.

When Dotson became chairman of the NLRB, he brought Reilly along to become the agency's solicitor.

Reilly's appointment to the NLRB post put the spotlight back on his past employment with the anti-union "right-to-work" group, especially after the board majority voted to give him added enforcement litigation powers previously held by the independent office of the general counsel.

Then came a comedy of errors in which a second-level Labor Dept. official who had worked with Dotson and Reilly asked the NLRB to let Reilly come back for a time to his old office, where things were in a mess. The NLRB promptly agreed to do so and immediately named a non-controversial career employee as acting solicitor.

Rejected recall

But Labor Sec. Raymond J. Donovan squelched that deal almost before the ink was dry. The department could get along very well without Reilly, it seems.

Meanwhile, stories by Patrick Owens of Newsday's Washington bureau and by Robert B. Cooney of Press Associates, Inc., made clear that both the Labor Dept. and Dotson had known of Reilly's unpaid moonlighting before he went to the NLRB.

Reilly reported his connection with the case in a financial disclosure statement he signed May 17, 1982. He said he was the "unpaid counsel" and that expenses in the case were being paid by the National Right to Work Legal Defense Foundation.

The news stories quoted a Labor Dept. official as saying that Reilly's supervisor, who at the time was Dotson, was responsible for determining whether his outside activities violated the department's ethics code. Employees are barred from outside actions that would jeopardize "the appearance of impartiality" in their official duties.

AFL-CIO President Lane Kirkland was asked about the NLRB situation at a news conference on May 24, during the federation's Executive Council meeting.

Beyond the farce of the attempt to shunt Reilly back to the Labor Dept., Kirkland said, is the serious issue of Administration appointments that threaten to turn the NLRB "into an instrument of anti-union employers."

Dotson was a management lawyer before joining the Reagan Administration and he was appointed to the NLRB after the Senate failed to confirm the President's first choice for chairman, a management consultant with a union-busting record.

Changing rules

Kirkland said in response to questions that both the Dotson and Reilly appointments mark "a major departure" from past practices on selections to the labor board—a violation of the "tacit understanding" of the limits of partisanship.

Labor had not sought to stack the NLRB with partisans in other administrations, Kirkland noted. But the Administration's use of NLRB appointments "to carry on an anti-union vendetta," Kirkland suggested, frees labor to take a comparable course in the future. But he would regret such an "unfortunate" change in the rules.

Health coverage for jobless gains widening support

Continued from page 1

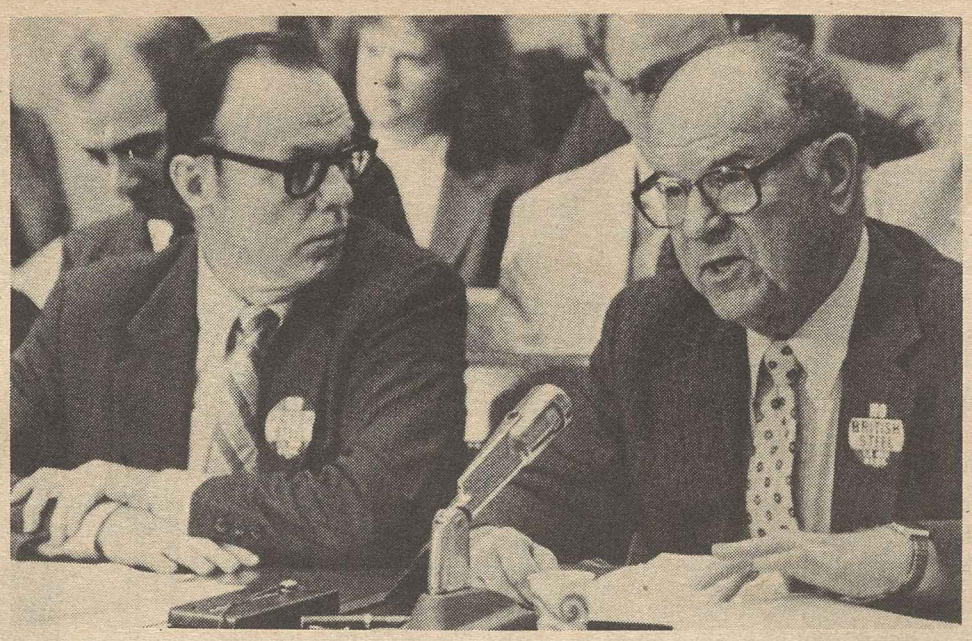
join the company group plan on the same terms offered to employees. After Oct. 1, 1985, employers would have to continue health insurance coverage or at least provide the basic benefit package to laid-off workers for the first three months of their unemployment.

The bill would also authorize grants to public hospitals to finance services to low-income workers.

The entire program would expire Oct. 1, 1986, unless Congress chose to renew it.

At House hearings on the Waxman bill, AFL-CIO Legislative Director Ray Denison stressed that voluntary treatment of the needy by doctors, while commendable, does not come close to meeting the health care needs of millions of jobless.

The recession has cut deeply into the lives "of millions who have never been jobless, who have never been without health care protection," Denison noted. And while the ideal situation is a recovered economy, "in the meantime we must minister to the victims, the wounded of our national economy's breakdown."



Steelworkers President Lloyd McBride testifies for plant closing restrictions, with Legislative Director Jack Sheehan, left.

McBride presses legislation to restrict plant shutdowns

The Steelworkers urged Congress to enact "responsible plant-closing legislation" to protect workers from sudden job loss due to capital flight and management decisions to relocate operations in areas of low-cost labor.

Testifying before a House subcommittee on labor-management relations, USWA President Lloyd McBride said that workable plant-closing laws must deal with such issues as public and corporate assistance to workers, public intervention, and advance notice of shutdowns.

Of particular importance, McBride said, is the need for "public intervention into corporate decision-making and its relationship to industrial policy."

The House panel is considering a bill by Rep. William Ford (D-Mich.), which would require employers to give advance notice of a decision to close down or relocate a plant, to explore alternatives to closing, and to ease the financial impact on workers and communities.

Steel mill layoffs

The plant-closing issue directly affects the steel industry. Production employment in basic steel mills has dropped from 400,000 in 1974 to less than 200,000 today. More than 150,000 workers are now on layoff status, and many are not expected to return to their former jobs.

McBride told the subcommittee that capacity utilization in the industry has declined from 93.7 percent in 1974 to 47.3 percent in 1982. He submitted a list of more than 200 steel facilities that have closed during this period.

"The steel industry is in the throes of a restructuring process—aggravated by this terrible recession," he said. "It will result in more closings and shutdowns. Steelworkers and steel communities are facing uncertain futures and the time has come for help from the federal government."

Collective bargaining agreements in the basic steel industry already provide some of the benefits called for in Ford's bill, McBride noted, but benefits in other industries are not as good. "There are other groups of workers who receive little or nothing when plants close," he added.

While the proposed legislation would not stop a plant from closing if the owner is determined to cease operations, "it will provide a good beginning in opening up the decision-making process to some degree of public examination," McBride said.

And USWA District 7 Director James N. McGeehan, warned that 3,000 American jobs would be wiped out under the proposed arrangement between U.S. Steel Corp. and the government-owned British Steel Corp. to import steel slabs into the United States for finishing at U.S. Steel's Fairless Hills, Pa., plant.

The "potential for wounding the American economy goes far beyond the impact" at Fairless Hills, McGeehan said. The competitive pressures generated by the arrangement would eventually make this country "merely the steel finisher for steel-producing plants around the world," he said.

AFT wins bring majority among Florida teachers

The American Federation of Teachers has become the majority union for public school employees in Florida after winning back-to-back representation elections in Sarasota and Broward counties. The Broward County system is the nation's tenth largest school system.

The AFT affiliate, Broward Teachers Union, won by 3,386 to 2,886 over the National Education Association affiliate, Classroom Teachers Association. This was AFT's fourth attempt since 1976 to represent the 7,600 teachers in the Broward County system, which has 130,000 pupils. It came close in 1979 when it got 45 percent of the votes.

AFT represents the nearby Dade County school system, covering the Miami area, where it successfully beat back an NEA challenge in late 1982 by a 2-1 ratio.

The AFT affiliate challenged for representation rights after the NEA unit's inability to reach an agreement allowed the school board under state law to impose a contract on the teachers which did not provide retroactivity.

Sarasota's teachers and non-instructional workers, members of the independent Sarasota Classified & Teachers Association, voted May 11 by 901-404 for AFT representation for the 2,300-member unit.

AFT President Albert Shanker said the Florida teachers "have sent a clear signal to the school board and the community that professionalism and excellence must be the cornerstone of Broward's educational policy."

Consumer price index spurts in April

Consumer prices jumped six-tenths of 1 percent in April—the sharpest increase since last July—after several months of little change or actual decline.

The Bureau of Labor Statistics reported that a surge in gasoline prices resulting from the 5-cent per gallon tax which took effect in April was the primary cause of last month's increase in the consumer price index. But there were increases in other prices as well, particularly for food and shelter.

If the CPI were to continue to rise at the April rate for the next 12 months, the inflation rate would translate out at 7.2 percent. As it is now, the CPI stands 3.9 percent higher than it did a year ago.

Chairman Martin S. Feldstein of the President's Council of Economic Advisers said in a statement that rising oil prices could keep the CPI rising more rapidly for a while.

Many private analysts expect consumer prices to climb at an annual rate of about 5 percent for the remainder of 1983.

The seasonally adjusted six-tenths of 1 percent rise in the CPI for Urban Wage Earners & Clerical Workers (CPI-W), which is used to calculate wage and benefit increases due under union contract cost-of-living provisions and government entitlement programs, was the same as in the CPI for All Urban Consumers (CPI-U).

Rental charges jump

The CPI-U, covering about 80 percent of the nation's population compared to about half the populace under CPI-W, uses BLS's new "rental equivalence" measure, which rose eight-tenths of 1 percent in April, to measure shelter costs of homeowners.

Homeownership in the CPI-W, which uses house prices, mortgage interest rates, property taxes, property insurance, and maintenance and repair costs, rose three-tenths of 1 percent in April.

Food prices last month rose five-tenths of 1 percent, the same increase as in March. Medical care costs also rose five-tenths of 1 percent, up slightly from the previous month. Transportation prices rose by a sharp 1.4 percent, after declining two-tenths of 1 percent in March. Other goods and services rose six-tenths of 1 percent.

In a separate report, BLS reported that real, or inflation-adjusted, average weekly earnings rose seven-tenths of 1 percent in April and were up 1.2 percent from the same month a year earlier. Average gross weekly earnings of production or non-supervisory workers in the private sector last month were $277.90, but in constant 1977 dollars eliminating the impact of the inflation rate the figure was only $171.12.

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VOL. 28, NO. 22
SATURDAY
JUNE 4, 1983

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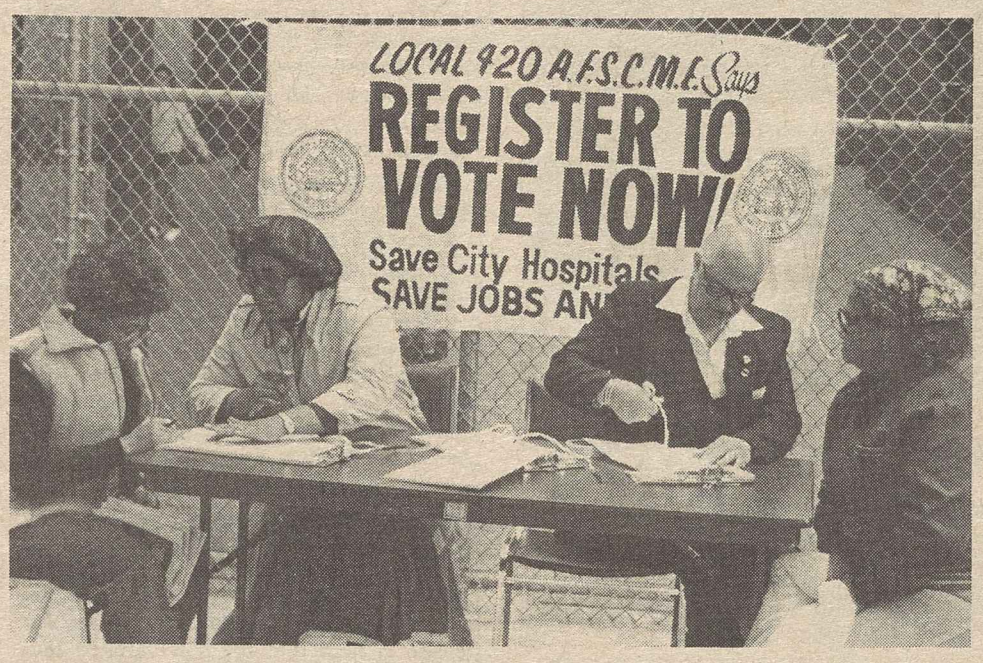

Signing up voters

State, County & Municipal Employees Local 420 members Joanne Gray and Anthony Carrion register voters at the kickoff of a 1983 voter registration drive outside Woodhull Hospital in Brooklyn. The local, which represents municipal health care workers, chose the site "because problems at the hospital underscore the need for every eligible voter to be able to vote." The dispute centers on management staffing policies.

ILO inquiry calls Poland to answer for union-busting

Geneva—The International Labor Organization will set up a semi-judicial commission of inquiry to investigate Poland's suppression of trade union and worker rights.

Establishment of the commission — the strongest action open to the ILO — was ordered by a 44-to-6 vote of the ILO Governing Body, with five abstentions. The action had been recommended by the ILO's Freedom of Association Committee.

The panel, to be composed of independent legal experts, will consider charges that the Polish government's union-busting violates its ILO commitments.

In a maneuver to forestall establishment of the commission of inquiry, the Jaruzelski regime said it would agree to receive an ILO official. But the ILO turned down the proposal after it was denied authority to meet with Lech Walesa and other leaders of the outlawed Solidarnosc free trade union movement.

On the decisive vote, the free trade union and employer members of the tripartite Governing Body voted solidly for establishing the commission. Only the Indian government delegate joined the Soviet bloc representatives in opposition.

The Polish issue had been extensively debated at previous ILO sessions so the Governing Body moved quickly to a vote on the report of its Freedom of Association Committee.

An influencing action

Earlier, however, U.S. worker delegate Irving Brown made the point that ILO action can influence developments. Brown, who is director of the AFL-CIO Dept. of International Affairs, noted that condemnation of the Pinochet dictatorship in Chile by a similar commission of inquiry had brought new hope to the oppressed trade unions in Chile.

The ILO's steady pressure for restoration of trade union rights, Brown said, having all of the authority of an intergovernmental agency with its unique tripartite structure, can help workers "struggling to regain their basic human rights and restoration of freedom of association."

Brown said ILO support had helped bring unity among Chilean unions which recently mounted impressive demonstrations for restoration of worker rights in Santiago, Chile's capital.

The Soviet delegate, Dmitri Kolesnik, angrily protested Brown's equation of the right-wing dictatorship of Chile's Gen. Pinochet with the communist dictatorship of Poland's Gen. Jaruzelski.

Since Poland did not exercise its right to be represented when the Governing Body acted, the Soviet delegate spoke for the puppet regime.

He charged that the whole "Polish affair" was a creation of the Western media and insisted that establishment of a committee of inquiry would be a "misuse of ILO procedures" and interference with "the internal affairs of a member state."

Kolesnik went on to claim that "Polish unions have better rights than unions in countries that are accusing Poland here"

Continued on Page 5

Lawsuit challenges EPA on ties to pesticide firms

Labor and environmental groups have asked a federal court to overturn Environmental Protection Agency decisions made in closed-door meetings with pesticide industry officials and to bar such practices in the future.

The AFL-CIO and the Natural Resources Defense Council told the court that the cosy relationship between EPA and the pesticide industry has allowed life-threatening chemicals to stay on the market. A California farmworker exposed to pesticides is one of the plaintiffs in the suit, which was filed in the U.S. District Court for the District of Columbia.

EPA's new administrator, William Ruckelshaus, has promised to end the closed-door decision making of the agency's previous scandal-ridden leadership. Margaret Seminario, the AFL-CIO's health and safety specialist, said the lawsuit was intended to assure that the EPA does in fact "put pesticide evaluation and regulation back in the public view, where it belongs," and reconsiders its earlier decisions on toxic chemicals.

Private meetings

Under former EPA Assistant Administrator John Todhunter, the suit contends, private conferences with industry representatives were substituted for the public process required by law for evaluating hazards of pesticides and regulating their use.

Thus the public was inadequately protected against chemicals that have been linked to such health hazards as cancer, birth defects, genetic mutations and nerve damage.

The lawsuit also challenges EPA's adoption, without opportunity for public comment, of revised cancer risk criteria.

It asserts that EPA flouted its obligations under the Federal Insecticide, Fungicide & Rodenticide Act by bringing industry representatives into the decision-making process. And it charges violation of the Federal Advisory Committee Act in that the meetings between industry and the agency were "held behind closed doors" and "were not fairly balanced" in terms of representation by affected groups.

The suit asks the court to require EPA to submit a plan for reassessing the actions taken improperly.

Meanwhile, in a separate case, the Supreme Court agreed to review a regulatory change the EPA proposed in 1981 that would allow states to ease restrictions on new sources of air pollution. A federal appellate court blocked the new rules from taking effect but the Administration and industry groups have asked the Supreme Court to reinstate them.

Aluminum pacts keep pay scales, improve benefits

Unions representing nearly 43,000 aluminum industry workers resisted employer demands to slash wage levels and reached agreement on similar but not identical three-year contracts.

The Steelworkers accord, which includes higher supplemental unemployment benefits and other improvements, covers more than 25,000 workers at Kaiser Aluminum & Chemical Corp., Aluminum Co. of America and Reynolds Metal Co. It was ratified May 29 by a 35-19 vote of the union's Aluminum Industry Conference.

Agreement was reached the next day by the Aluminum, Brick & Glass Workers covering 10,100 workers at Alcoa and 7,400 at Reynolds.

Not only were there no cuts in wages and salaries, as the firms had sought, but there were no concessions in the group insurance plans either, the Steelworkers said. Other features of the USWA pact include a special one-time retirement "window" for

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Marches and rallies

Labor gears up for Solidarity Day

The American labor movement laid the groundwork for Solidarity Day III, promising that at Labor Day rallies, picnics, and parades in every state of the union it will speak out and be heard on jobs, trade, health and safety, education, and all the other issues that affect working men and women.

At a meeting of the AFL-CIO National Advisory Committee on Solidarity Day III at federation headquarters, Charles McDonald, national coordinator for the event, outlined the range of activities planned at more than 130 locations across the country. Every state will have at least one and some, like California and Wisconsin, are planning as many as 15 separate events, all sponsored by central labor councils.

The advisory committee, composed of representatives from 50 unions, will approve the plans of the national coordinating team, headed by McDonald, and will aid in getting information to state and local trade union groups.

McDonald's coordinating team includes federation staff members and at least one field representative from each state. Similar teams and committees will function in each state.

'Will be heard'

The central theme for Solidarity Day III is "Across America—We Will Be Heard."

McDonald advised union coordinators that all promotional items should be printed in blue and white, using the artwork that has been developed by the federation.

Thus far, the national coordinating team has developed promotional artwork, a how-to manual for staging events and a planning structure aimed at gaining maximum grass roots participation.

Earlier this year, the Executive Council launched the idea for Solidarity Day III, gearing it toward local involvement, as a show of strength and as a steppingstone for getting worker involvement in the 1984 elections.

In a letter to officers of all AFL-CIO central labor councils, Federation President Lane Kirkland recalled that Solidarity Day I, the giant rally in Washington in 1981 that drew 400,000 trade unionists from all over the country, "gave voice and visibility to our opposition to the disastrous Reagan policies.

"In the march to the polls on Solidarity

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The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

6/4/83

Mobilizing coordinators

The AFL-CIO National Advisory Committee on Solidarity Day III, composed of representatives of 50 unions, reviewed plans for over 130 Labor Day events which will require extensive grass roots involvement. Participating in the session were, from left, George Daitsman of the Allied Industrial Workers; Charles McDonald, national coordinator; Kevin Kistler of the national coordinating team; William Hutton, executive director of the National Council of Senior Citizens, and Bernard Demczuk of the Government Employees.

Plans for Solidarity Day III include parades and rallies

Continued from Page 1

II, in 1982, we made significant changes in governors, state legislatures, and the composition of the U.S. Congress," he said.

"Solidarity Day III will begin the mobilization for the 1984 election. It will be the first step in building the organizational structure to carry a united labor movement into the primary areas and caucuses and then on to victory in the general election."

The Solidarity Day III theme will be woven into traditional Labor Day celebrations. National union leaders and other speakers will spell out labor's agenda, and insist on labor's role in the nation's political process.

Some of the events in the works:

- Cleveland plans its usual Labor Day parade, but this year it will end with a rally at Cleveland AFL-CIO headquarters. Last year's parade drew 3,000 people. Solidarity Day III organizers expect even more this year.
- Milwaukee's Solidarity Day III celebration will take place at the city's Lake Front, where union members will picnic and take part in a parade.
- Atlanta's celebration will start with a parade and end at the Atlanta-Fulton County Stadium where participants can finish the day at an Atlanta Braves baseball game.

In all the events, unions will seek to send the message to the American public that the nation needs its industries rebuilt, unfair foreign trade must come to an end, and there must be a return to an even-handed, caring government.

In his talk with advisory committee members, McDonald said the promotional artwork can be printed locally on buttons, caps, T-shirts, bumper stickers and other items. Space is provided for local sponsoring unions to imprint their name or message, he added.

A short film about Solidarity Day III is available from the federation and its regional offices for screening at union meetings, conferences and seminars, McDonald told committee members.

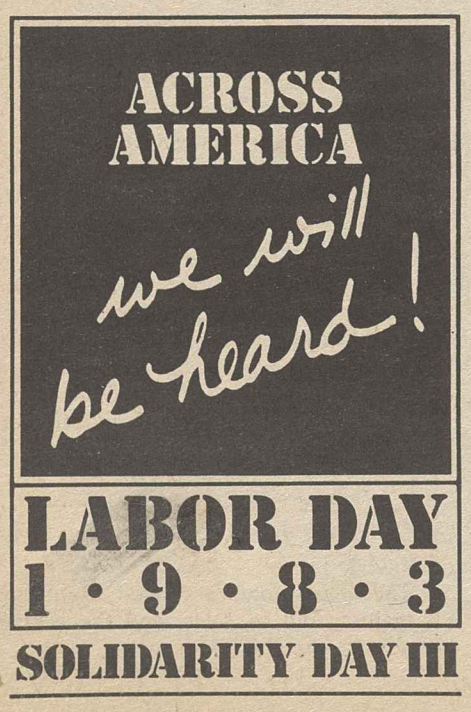
Manual available

A "nuts and bolts" manual giving the background on Solidarity Day and how-to advice for organizing a Labor Day event is available. The manual incorporates experiences of the planners of Solidarity Day I and includes sections on coalition-building, timetables, budgets, accounting procedures, media coordination, security, site selection and volunteers.

McDonald enlisted the advisory committee's help in scheduling officers of their unions for the Labor Day activities.

A newsletter will be sent out periodically to update unions on the events.

AFL-CIO Assistant Information Director Rex Hardesty briefed the union public relations representatives on the Solidarity Day III plans and on efforts to coordinate a media campaign and inform their members about the day's activities.



In job seniority case

Supreme Court backs contract enforcement

A unanimous Supreme Court agreed with the trade union position in a case that centered on enforcement of a clearly lawful seniority clause of a union contract.

On the losing side was an employer who contended that an arbitrator's award of back pay to workers laid off in violation of seniority should be set aside because the company promised the Equal Employment Opportunity Commission to raise its ratio of women workers.

The union involved was Local 759 of the Rubber Workers, which represents employees of the W. R. Grace & Co. plant in Corinth, Miss. It sought to enforce its seniority clause through the contract grievance procedure, and first had to go to court to reaffirm its right to bring the issue to arbitration. The case that reached the Supreme Court involved enforcement of an arbitrator's award against an assortment of company objections.

In his decision on behalf of the entire court, Justice Harry A. Blackmun made these principal points:

- A federal court may not "second-guess" an arbitrator and substitute its view of the merits of the dispute so long as the award derives from the collective bargaining agreement.

Back pay entitlement

- Even if a court had required compliance with the EEOC agreement, which was briefly the situation before an appellate court ruled otherwise, the arbitration award for contract violation would still stand. The Supreme Court noted that the arbitration decision didn't tell the company what to do in future layoffs. It merely found that the company had violated the contract and that the employees affected were entitled to back pay.
- Enforcement of the arbitration decision will not adversely affect public policy for voluntary compliance with Title VII of the Civil Rights Act, the Supreme Court held. "In this case, although the company and the commission agreed to nullify the collective bargaining agreement's seniority provisions, the conciliation process did not include the union," the decision noted. If the rights of workers under a lawful collective bargaining agreement could be signed away by the company without the union's consent, "such a result would undermine the federal labor policy that parties to a collective bargaining agreement must have reasonable assurance that their contract will be honored."

In another case, however, the Supreme Court disagreed with the union position and the position taken by the National Labor Relations Board. The case involved an employer's civil damage suit that the Labor Board saw as retaliation against a waitress who tried to form a union at a Phoenix, Ariz., restaurant.

The NLRB had found that the manager of a branch of Bill Johnson's Restaurants had committed a series of unfair labor practices including firing waitress Myrland Helton because of her efforts to organize her fellow employees, illegally questioning another worker about union activities, and threatening to "get even" with Helton after she and several supporters picketed to protest her discharge and passed out leaflets listing grievances.

Libel suit

The employer filed a $500,000 libel suit in state court and the NLRB ordered the employer to withdraw the suit and reimburse the workers for their legal expenses. It held that the suit violated federal labor law by punishing workers for exercising their rights under the law. The U.S. 9th Circuit Court of Appeals backed the NLRB's position in the case.

But the Supreme Court held that the NLRB could not halt the prosecution of a lawsuit brought in state court, regardless of the motive, unless the suit lacks a reasonable basis in fact or law.

Thus a frivolous suit could still be enjoined, and the NLRB might so decide on reconsideration of the issue. But in such a case, the board would have to find that no reasonable jury could uphold the employer's claim, according to the decision by Justice Byron R. White.

If a suit is decided against the plaintiff, the court said, the NLRB could then consider whether the lawsuit was filed as retaliation and order appropriate relief.

ULLICO assets reached $1 billion mark in '82

The assets of the Union Labor Life Insurance Co. topped the billion dollar mark in 1982 setting a record high for the union-owned insurer, Board Chairman J. Albert Woll reported at the annual shareholders' meeting.

Assets of $1,034,000,000 in 1982 compared to $893 million a year earlier and mark a tenfold increase since 1971 when ULLICO reported assets of $100 million.

Woll said the company, whose stock is principally owned by AFL-CIO affiliates, local unions and state and local central bodies, is the largest underwriter of jointly managed health and welfare funds.

Flint Glass pact ends 8-year strike

Sapulpa, Okla.—Flint Glass Workers Local 716 has won a contract with Bartlett-Collins Co., capping a 40-year struggle on behalf of workers at the bitterly anti-union glassware company and bringing to a successful end a strike that has lasted eight years.

Production and maintenance workers in the company's forming department voted 17-2 on April 21 to accept the terms of an agreement worked out between the union and the company more than nine years after the union won a representation election.

The terms of the 30-month contract will provide wage increases, some increases in health benefits, dues check off, set rates of overtime hours and pay and, for the first time in the plant's 69-year history, three paid holidays for workers.

AFGW President George Parker hailed the settlement as a victory "in a long and historic labor battle for dignity."

He said that the union was lifting its boycott of Bartlett-Collins products and he asked the AFL-CIO to remove the company from the federation's "do not buy" list, ending a campaign that began in 1977.

Parker pointed out that while the new agreement covers some 75 workers in the forming department, the successful end to the dispute with Bartlett-Collins is likely to pave the way for organization of workers in other departments.

Parker said that the union first won an election at Bartlett-Collins in the early 1940s but no agreement was reached, and a similar win in the early 1960s by the Glass & Ceramic Workers met the same fate. Both attempts had been chilled by the company's campaign of threats and intimidation, he said.

1974 organizing win

After getting indications from workers that there was renewed interest in a union at the plant, AFGW began a new organizing drive in early 1974, winning an election in March and certification by the National Labor Relations Board in June.

After repeated attempts to obtain a contract, the members of Local 716 began the strike Sept. 15, 1974.

The union brought numerous unfair labor practice complaints and refusal to bargain charges against the company to the NLRB which issued complaints and bargaining orders that the company appealed unsuccessfully all the way to the Supreme Court. The high court upheld the NLRB's original findings in 1981.

Parker noted that the major roadblock to achieving a contract had been the entrenched anti-union attitudes of the Bartlett family which held total control of the company.

In December 1981, the company was sold to Lancaster Colony Corp. of Columbus, Ohio, and after a series of meetings with the new management, terms of a contract were set.

Parker said AFGW has contracts at other Lancaster Colony plants, and the union expects to improve conditions in Local 716's new agreement in future bargaining.

Under the agreement, workers in the bargaining unit will get an across the board wage hike of 30 cents on Oct. 1 and an additional 30 cents on Oct. 1, 1984.

Approximately 75 workers who struck in 1974 have the right to reinstatement under an NLRB order, but about two-thirds have already taken other jobs or left the area.

Compensation proposed for asbestos ills

A new bill to set up a national workers' compensation system for victims of asbestos-linked diseases has been introduced by Rep. George Miller (D-Calif.), and the House Labor Standards subcommittee he heads plans early hearings on the measure.

Miller said he is "totally committed" to getting legislation enacted in this Congress.

The AFL-CIO, the Industrial Union Dept., and the Building & Construction Trades Dept. joined in a statement welcoming Miller's sponsorship of the measure and stressing labor's desire to work closely with the subcommittee to shape the best possible program for workers and their families.

Urging stronger positions

"Federal legislation to compensate workers and their families who have become victims of asbestos and other toxic processes in the workplace is urgently needed," the statement affirmed.

Unions will suggest strengthening some of the provisions of the bill at subcommittee hearings June 13 and 14, the statement indicated.

One crucial issue in dispute is the right of victims of asbestos-related diseases to press lawsuits against manufacturers. Two leading asbestos manufacturers, Johns-Manville Corp. and Unarco Industries, filed for Chapter 11 debt reorganization in bankruptcy courts last summer for the avowed purpose of blocking action on thousands of pending lawsuits.

Miller said his proposed Occupational Disease Compensation Act would replace "the 51 contradictory, complex and ineffective state systems" for compensating victims of job-related diseases.

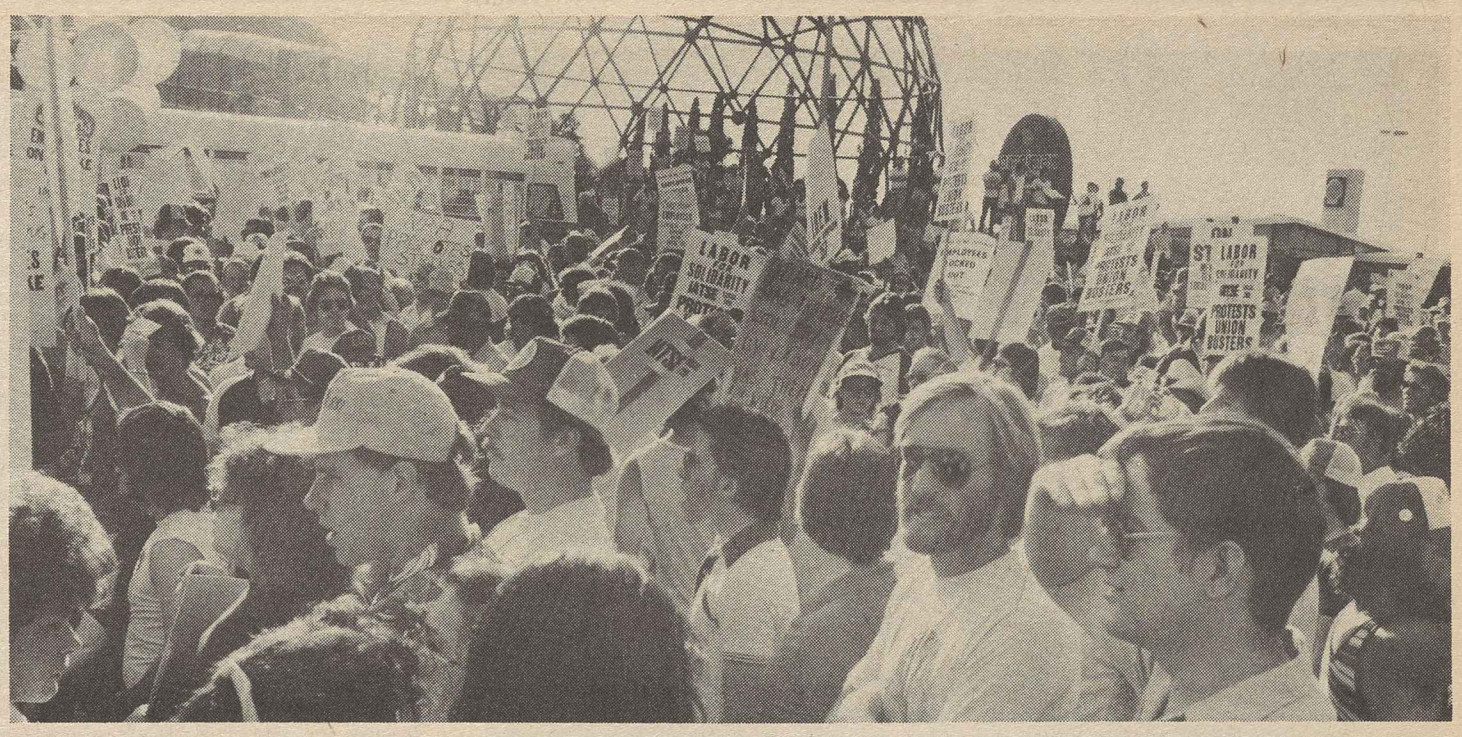
Initially, it would cover only asbestos-related diseases. But other occupational ailments would be covered if the National Institute for Occupational Safety & Health found that the incidence of disease among exposed workers exceeded the ratio for the general population by at least 30 percent.

Funded by industry

Under the Miller bill, benefits would be funded by an industry-wide fund, administered through the Labor Dept. Persons totally disabled would be entitled to compensation for all medical expenses associated with asbestos disease and payments equal to 80 percent of the national average weekly wage in the industry where exposure to asbestos took place, with an annual cost-of-living escalator.

The burden of proof would be on the claimant to show that asbestos exposure was a "significant causative factor" in the illness.

Benefits would be paid to survivors for five years after the death of a worker incapacitated by asbestos-related diseases. Inhalation of asbestos fibers has been linked to serious respiratory diseases and to various forms of cancer. The diseases are generally not detected until years after exposure to asbestos.



Betting on solidarity

Massive march supporting unions trying to win new contracts with Las Vegas hotels, casinos and food stores is joined by 5,000 union members along the city's "Strip." The march followed a rally for Operating Engineers Local 501 and unaffiliated Teamsters Local 995, which are bargaining with the Nevada Resort Association, and Food & Commercial Workers Local 711, whose members are locked out of most area grocery stores. Since the rally, the OEIU and IBT reached settlements with all but two hotels, but the lockout of UFCW members continues.

Steel executives denounce plan on slab imports

U.S. Steel Corp.'s plan to import steel slab, putting some 1,800 American workers out of jobs in the process, came under sharp attack from top executives in the industry itself.

At the American Iron & Steel Institute's annual meeting in New York, industry leaders reacted with dismay and outright hostility to the plan.

"It's a step backward," said Chairman Frank W. Luerssen of Inland Steel Co., the industry's seventh largest producer. "It's counterproductive to our relations with the union."

The Steelworkers, which has lost thousands of members to the Reagan Recession, strongly oppose the plan announced by U.S. Steel in March to import semi-finished steel from the government-owned British Steel Corp. Under the deal, U.S. Steel would close out its basic steel production at Fairless Hills, Pa., and concentrate instead on rolling the imported slabs into finished products.

"We've received thousands of cards and letters from our workers who are concerned about the U.S. Steel plan," said Armco Inc., Chairman Harry Holiday. Stressing that any steel shipped from British Steel would be illegal because it is produced with the help of large government subsidies, he warned, "If you allow these products to come in unfairly, anything can happen."

Robert F. Alexander, chairman of Hanna Mining Co., argued that the importation of steel slabs for finishing not only would adversely affect the steel industry but also the iron ore, coal and other steel-related industries.

$422,000 penalty imposed on security firm for spying

Toronto—A Canadian security firm has been ordered by the Ontario Labor Relations Board to pay damages estimated at $422,000 for its role in planting an agent to spy on Steelworkers Local 7105 and report to a union-battling management.

The provincial labor board acted against Securicor Investigation & Security Ltd., whose undercover agent was blamed for prolonging a bitter six-month strike against Automotive Hardware Ltd. that ended early last year. The spy reported regularly on union strategy and morale to the firm's management.

It was the first case before the board in which a security firm acting for an employer during a strike was the subject of an unfair labor practice complaint.

The board ruled that the infiltration of a trade union by an employer during a strike or lockout or in anticipation of a strike or lockout is by itself a violation of the Ontario Labor Relations Act, and that such action is unlawful for any reason.

By its conduct the security firm had struck at the heart of the collective bargaining process, undermining the union's exclusive bargaining rights, the Ontario board said.

It found that the security firm's agent provocateur unlawfully prolonged the strike at least five weeks by his actions. It ordered Securicor to pay 380 workers half the money they lost in wages and benefits during this period and to reimburse the union half the amount of strike benefits disbursed to members in the same period. The union withdrew its unfair labor practice complaint against the company as part of the strike settlement.

The board also ordered Securicor to give written notice within 24 hours to any trade union in Ontario when it has been retained to represent an employer during a strike or lockout or anticipated strike or lockout.

Illegal tactics

Securicor's undercover agent testified that he had regularly reported to management concerning union strategy and that he had attempted to create dissension within the union.

The board also found that the agent had incited strikers to undertake unlawful activities and had tried to set up the local president on a charge of theft of company property. He had routinely challenged the union leadership and had committed such acts as throwing eggs, tomatoes and rocks at management employees, placing nails under the tires of cars attempting to enter the plant and counseled union members to trespass on company property.

The Ontario board cited decisions of the U.S. National Labor Relations Board which held that companies that employ agents to infiltrate unions violate the rights of employees under federal labor law. But U.S. decisions have dealt primarily with the actions of employers rather than citing the security firms for violations of the act.

Specific findings

The provincial board made five specific findings against Securicor for interfering with the administration of the union by attempting to compromise the local president; reporting to the employer the views of rank and file members and of the leadership; reporting union strategy to management; fomenting dissent within the union, and by the actions of its agent that contradicted the union's advice to members to conduct themselves peacefully.

If employers are permitted to infiltrate trade unions during strikes, workers will be inhibited in their exercise of their rights under the law, the board stated.

"This is a result which is clearly alien to the scheme and purpose of the labor relations act," it stressed.

17,000 in Ohio vote to affiliate with AFSCME

Columbus, Ohio—The 17,000-member Ohio Civil Service Employees Association and the State, County & Municipal Employees signed an affiliation agreement, creating the largest public employee union in the state with a combined membership of 50,000.

OCSEA members voted to affiliate with AFSCME by an 8-to-1 margin in a May 14 election supervised by the American Arbitration Association.

The affiliation agreement was signed after a federal district court in Cleveland lifted an order that had temporarily barred OCSEA from announcing results of the membership referendum.

At a special affiliation convention that preceded the vote, AFSCME President Gerald W. McEntee pointed out that OCSEA and AFSCME have a long history of cooperation in winning better wages and conditions for state and local workers, and he stressed that the organization will launch "a tremendous campaign to pass a public employee collective bargaining law and organize Ohio public employees."

The Ohio senate approved a collective bargaining bill in April, and the measure is now before the state's house.

Benefit adjustments set

The nation's 36 million social security beneficiaries will get a cost-of-living increase of 3.5 percent beginning next January to compensate them for inflation in 1983. But based on April's rise in consumer prices, inflation was running at an annual rate of 7.2 percent.

The Social Security Administration reported that the COL adjustment is the smallest of the 14 increases over the past 15 years.

The increase will be paid in January 1984, instead of this July as provided for in the $165 billion social security reform package that became law Apr. 20. Future COL adjustments will be made in January, instead of July.

The increase will go to the 36 million social security recipients receiving old-age, survivor and disability checks, four million on supplementary security income, and one million railroad retirees.

To compensate for the six-month delay in the COL increase, aged, blind and disabled supplementary security income recipients will get an across-the-board benefit rise in July of $20 for single persons and $30 for couples.

Study finds American workers 'more willing'

By Susan Dunlop

American workers are more satisfied with their jobs and more willing to work harder to help their companies succeed than Japanese workers, according to a study by Indiana University researchers.

The 1982 Indianapolis/Tokyo Work Commitment Study measured the attitudes of 3,549 manufacturing workers in central Indiana and 3,638 workers in a comparable industrial area of Japan, as well as nearly 700 management employees.

The findings, the researchers stress, contradict several popular conceptions about the dedication to work among American and Japanese workers. The preliminary results of the study indicate that American workers as a group have significantly higher levels of work commitment than their Japanese counterparts.

In a report on their findings, the IU researchers point out that 81 percent of the American workers surveyed said they were satisfied with their jobs, compared to 53 percent of Japanese workers.

And, American workers showed "significantly greater" willingness to work harder than they had to in order to help their companies do well by a margin of 68 percent compared to 44 percent of Japanese workers in the study.

In another finding contradicting widely held assumptions, more American workers, 36 percent, said they accept the goals and values of their companies as their own than did the workers surveyed in Japan where only 15 percent agreed with that statement.

A family feeling

The researchers also called "surprising" data that shows 88 percent of the American workers expressing the belief that a company and its employees are like a big family and a company should take care of its workers. Yet only 36 percent of the Japanese workers agreed with that idea, the survey indicated.

The study was conducted in the two countries during 1981 and 1982 by Indiana University's Institute for Social Research and its School of Business. The principal researchers were sociology professors Dr. Arne L. Kalleberg and Dr. James R. Lincoln, and associate professor of management Dr. Janet P. Near.

The survey matched 52 firms in the United States with 46 in Japan in seven major industries — transportation equipment, electrical machinery, non-electrical machinery, food, chemical, printing and publishing and pre-fabricated metals.

From the results, "It is clear that recent commentary saying Japanese workers had higher morale, were motivated to work harder and were more committed to corporate values needs re-evaluation," Lincoln said.

Kalleberg observed that the preliminary evidence also suggests that differences in productivity between U.S. and Japanese industries "cannot be attributed to workers' attitudes and motivation as everyone seems to think."

Near pointed out that early analysis of the data shows a link in both countries between workers' attitudes and management's practices and attitudes toward its employees.

Results of the U.S. study show that workers had significantly more negative attitudes toward their jobs where employers had initiated layoffs and extracted wage concessions.

In U.S. plants, the survey showed, the most positive responses were logged in plants where management's attitude was perceived as positive and employee-centered and where management personnel interviewed "seemed to go out of their way to communicate to us the general respect they had for employees."

The most negative attitudes, the researchers said, were linked to plants that were physically dirty and old, where jobs were hard, routine and unpleasant and in those companies where management's attitude "seemed unsympathetic and unsupportive . . . where for example, the researchers heard negative comments about workers' intelligence and diligence."

Recommendable job

Other findings indicated that 62 percent of the American workers said they would recommend jobs like theirs to their friends, but only 15 percent of Japanese workers would.

American workers also said they were more satisfied with their supervisors than the Japanese by a margin of 78 percent to 50 percent, and more satisfied with the tasks they do at work by 83 percent to 53 percent for the Japanese.

And 67 percent of the American workers surveyed also indicated they would choose the same job again compared to 20 percent of the Japanese workers.

Air supervisor's firing puts chill on free speech

In a move that could chill federal workers' exercise of First Amendment rights of freedom of speech, the Merit Systems Protection Board has upheld the firing of an air traffic control supervisor who publicly expressed support of the 1981 controllers walk-out.

The Federal Aviation Administration fired Harold Brown, a supervisor at the New York Air Traffic Control Center, after his remarks to a small group of striking Air Traffic Controllers were televised on a national newscast.

In a two-to-one decision, the MSPB overturned a finding by a presiding officer that would have reinstated Brown. The board held that the FAA had the right to dismiss him for "misconduct" and because his own supervisors said his action caused them to lose confidence in Brown as a member of the management team.

The majority opinion, issued by MSPB Chairman Herbert L. Ellingwood and member Maria L. Johnson, said that Brown's free speech rights as a "citizen-employee" were outweighed by the rights of the "sovereign-employer" in the light of the "national emergency" created by the PATCO strike.

But in a dissenting opinion, MSPB member Dennis Devaney said that such remarks were protected by the Constitution, and even if they were not, dismissal was an "unreasonable" penalty, inconsistent with lighter punishment handed out by the FAA in comparable situations.

Devaney also warned that the decision effectively strips other federal employees "of free speech protections accorded by the First Amendment."

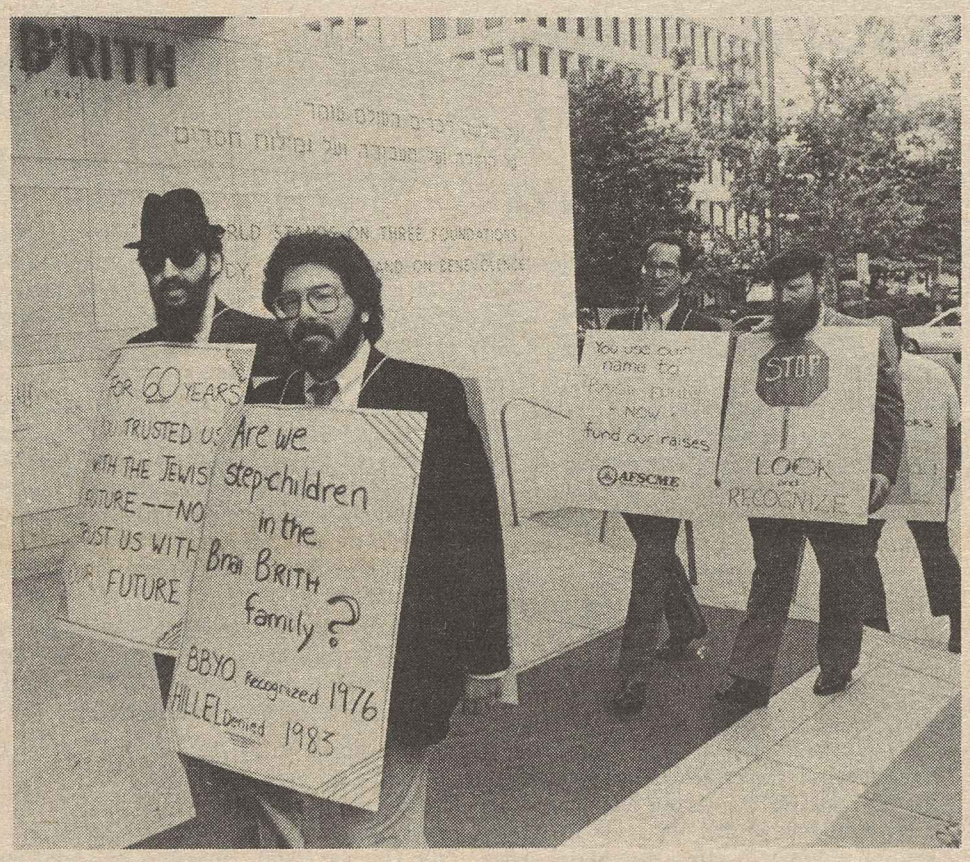
25-year veteran

The firing of the 25-year veteran controller was based "on a single sentence expression of his personal opinion made while off duty," Devaney stressed.

Brown, talking to a group of PATCO members the day after the Aug. 3 walk out, told them, "I'm so happy that you're together—stay together please—because if you do, you win."

Devaney said the statement is simply an assertion of the right to strike, and the right to make such assertions has already been upheld by the courts. He also charged that the televised remarks were taken out of context, pointing out that Brown also told the group that the strike was illegal, and that he wished they would return to the job "because I'm too old to be working these long hours."

In his dissent, Devaney also said the FAA's contention that Brown's remarks caused his supervisors to doubt his ability was not supported by any evidence.



Picketing for recognition

Campus rabbis and directors of Hillel Foundations at colleges throughout the country mount an informational picketline at B'nai B'rith headquarters in Washington to protest the organization's refusal to bargain with the Hillel professional staff organization, an affiliate of District 1707 of the State, County & Municipal Employees. They noted that B'nai B'rith has recognized the rights of other staff groups to bargain collectively.

Extension backed on bonds to finance home mortgages

A law that allows state and local governments to issue tax-exempt bonds that are used to finance below-market mortgages for first-time homebuyers should be extended but not made permanent, the AFL-CIO urged.

The authority to issue the mortgage revenue bonds was enacted in 1981 and will expire at the end of this year. A bill being considered by a Senate Finance subcommittee would make the authorization permanent.

In a statement to the subcommittee, the AFL-CIO noted its "long-standing policy" of opposing tax-exempt financing. Benefits flow primarily to higher-income taxpayers, the statement noted, and the federal government loses tax revenues needed to finance other programs and to hold down the deficit.

Because high mortgage interest rates had made housing "unaffordable for almost all families," the AFL-CIO did not oppose the 1981 authorization for tax-exempt bonds.

Even though interest rates have come down, there still is a "need to catch up with the unmet demand for homes," the federation statement noted. "The great majority of families, especially those of moderate income, still cannot afford to buy a home."

The best approach, the federation suggested, would be to extend the bond-issuance authority for an additional two years, through 1985, but not write it permanently into law.

The AFL-CIO statement also endorsed a bill before the subcommittee intended to curb abuses of the tax-exempt features of industrial development bonds.

It would close a loophole that allows receipts from tax-exempt industrial development bonds to be used to purchase certain federally insured certificates of deposit to bring about a situation where the after-tax yield to the investor is significantly greater than on a taxable bond issued by the U.S. Treasury.

The end result is to push up interest rates generally, the AFL-CIO contended in urging remedial legislation.

IUE gains accord covering 2,400 at appliance plants

The Electrical, Radio & Machine Workers overwhelmingly approved a new three-year contract with the White-Westinghouse Corp., providing wage and benefit improvements for some 2,400 members.

The settlement was reached May 20, the day the old contract expired.

The accord covers IUE members at plants in Mansfield, Columbus, and Newark, Ohio; Metuchen, N.J., and Miami-Ft. Lauderdale, Fla. IUE struck the company during the last two rounds of bargaining before settlements were reached.

The agreement calls for yearly wage increases of 15, 17, and 18 cents per hour for all workers in the first, second, and third years. Hourly pay under the old contract averaged $9.10.

COL adjustment

A cost-of-living adjustment provision calls for semiannual payments of one cent for each two-tenths of 1 percent rise in the federal consumer price index, with a "corridor" of 7-9 percent in the first year and 10-12 percent in the third year, but none in the second year.

Monthly pension benefits would rise from $12 to $14 per year of service immediately, and early retirees would receive a monthly supplement of $7 per year of service until eligible for social security benefits. Weekly sickness and accident benefits would increase from $150 to $185.

The IUE negotiating committee, led by IUE President William H. Bywater, successfully fought off company efforts to take away the COL provision, certain health insurance benefits, and to freeze wages and reduce shift pay.

White-Westinghouse is a division of White Consolidated Industries, which bought out Westinghouse Corp.'s appliance division in 1976.

Vicious campaign

In other IUE bargaining, Bywater accused Rowe International of resorting to a vicious union-busting campaign by taking advantage of the recession to force its 340 workers to strike.

IUE struck the Grand Rapids, Mich., juke box and currency changer manufacturer Apr. 21, after the company unilaterally put its "final" offer into effect and refused to negotiate further with Local 981 bargainers.

Despite solid profits, Rowe has asked workers for steep economic concessions, including a $2.25 hourly wage cut, elimination of cost-of-living provisions, and the right to subcontract work out of the plant, IUE said.

In new contract talks

Job security, wages key bargaining issues

By James M. Shevis

Wage and benefit improvements, as well as employment security, are high on the priority list of union bargainers as negotiations for new contracts got under way in the communications, aerospace, lumber, and petroleum industries. Thousands of workers will be affected by the outcome of the talks.

In the largest labor negotiations of 1983, the Communications Workers seek "a substantial wage increase which reflects increases in worker productivity and living costs" and a benefit package based on the current profitability of the American Telephone & Telegraph Co.

"The workers in the industry — our members — are responsible for a good share of the company's profitability because of their ever-increasing productivity," said CWA President Glenn E. Watts, who co-chairs the union's bargaining committee.

At stake is a new three-year national contract for some 525,000 Bell System employees. The present contract expires on Aug. 6.

CWA negotiators presented the union's collective bargaining program to the company at a meeting in Washington May 19. June 16 was set as the tentative date for resuming the talks. The union holds its national convention in Los Angeles from June 6 to 10. Negotiations on local agreements open July 6.

Emphasizing the company's profitability, even under the AT&T divestiture plan which goes into effect in January 1984, Watts said the union will be aggressive in its bargaining. He cited the sound financial condition of the telecommunications industry and worker contributions to high productivity.

Output up

"Productivity increases have been averaging nearly 7 percent a year, compared with a national average of nearly 2.5 percent," he pointed out. "Our members deserve a piece of that pie."

The CWA contract proposals, adopted earlier this year by the union's 82-member Bell System Bargaining Council, include improvements in pension and disability benefits, relief from job pressures, broader health and life insurance coverage, and a number of other fringe-benefit improvements.

In the employment security area, the union has proposed establishment of a jointly managed career development and training program financed by company contributions and by one-half of all productivity gains from labor-saving technology. The program would provide training and retraining for workers affected by new technology, new product lines, and changing market conditions.

Meanwhile, the Oil, Chemical & Atomic Workers formulated bargaining goals for some 50,000 workers covered by more than 300 separate contracts due to expire next Jan. 7.

At a meeting of the union's National Oil Bargaining Policy Committee last month, negotiators resolved to seek a shorter workweek and greater protection for employees affected by plant closings.

Union goals

OCAW's bargaining objectives, drawn up by the 12-member committee after a three-day meeting of some 250 delegates, include a "premium-free" health-care plan, an improved pension plan, extension of health insurance coverage to laid-off workers for a period equal to their recall rights, contract language allowing checkoff for contributions to political action funds, and broader protections in the event of plant shutdowns.

Little progress was reported in negotiations covering some 50,000 workers at seven major Northwest lumber firms represented by the Woodworkers and the Lumber Production & Industrial Workers, an affiliate of the Carpenters.

The two unions are bargaining jointly with the Weyerhaeuser Co., Champion International Co., Crown Zellerbach Corp., Georgia-Pacific Corp., Simpson Timber Co., Boise Cascade Corp., and Publishers Paper Co.

IWA's Region 3 Western States Regional Council has called an advisory meeting for June 6 to make recommendations on strategy. On June 7, the council's executive board will meet to make any decision on future actions. Workers currently are working without an agreement.

Talks in the aerospace industry, which are slated to begin late this summer, are expected to focus on the effects of new technology on workers.

The Machinists will seek to replace existing contracts with Lockheed that expire Oct. 1, with Boeing on Oct. 3, and with McDonnell Douglas on Oct. 23. The Auto Workers will be involved in the McDonnell Douglas talks since it also represents workers employed by the company. UAW also will bargain for new contracts with Rockwell International Corp.

Commitment to equality

Brotherhood Citation of the National Conference of Christians & Jews is presented to Communications Workers President Glenn E. Watts, right, by Carl Holman, president of the National Urban Coalition, during an awards ceremony in Washington. The award cited CWA's efforts in improving human rights. Irena Kirkland, wife of the AFL-CIO president, also presented an achievement award to Maryland Gov. Harry Hughes.

Attack on federal pay rules sets stage for political test

The Reagan Administration plans to forge ahead with major changes in the Civil Service system despite strong objections from federal workers and Congress and in the face of a legal opinion that its actions would violate federal law.

Office of Personnel Management Director Donald Devine told House and Senate committees he will only briefly delay a scheme to abolish rules providing automatic in-grade pay raises for lower- and mid-level federal workers as well as proposals to link promotions to performance appraisals by supervisors rather than to seniority.

Government Employees President Kenneth T. Blaylock called the proposed changes unfair and warned that they would force federal employees to submit to OPM's "political ideology" just to get a raise or even keep their jobs.

After Congress threatened to block the revisions, Devine agreed to pull back on them until Aug. 1, but in a memorandum to government officials he emphasized that if Congress doesn't come up with legislation by that time "that achieves our goals, he will issue final regulations that do meet the Administration's goals.

Among OPM's proposals are a broadening of the Administration's "management rights" to give OPM the power to decide what are "appropriate" bargaining issues in federal employee contracts.

Blaylock pledged that "as long as the Administration is committed to these proposals—regardless of OPM's schedule for consideration of them—AFGE is committed to fighting their implementation."

In an opinion sought by Rep. William D. Ford (D-Mich.), chairman of the House Post Office & Civil Service Committee, Comptroller General Charles A. Bowsher said OPM's actions would violate a 1945 law that prohibits the same kind of "merit" pay raise scheme the agency is planning.

Raises linked to ratings

Devine's scheme calls for workers in the top three of the 10 pay levels in a civil service grade to receive a higher performance rating from supervisors than is now necessary before getting a raise. Workers in the first seven steps would still qualify for raises under the current rating system.

Bowsher warned that the changes would set up a "double standard" for federal employees in violation of the law. Any such change would be illegal without a new law, he noted.

Ford said the Comptroller General's opinion should "put the Administration on notice that it cannot unilaterally change the law in pursuit of its reckless goals."

He accused the Administration and Devine of "monumental arrogance in their assault on federal employees."

Devine called the opinion a "monumental misreading of the law," contending that a 1962 statute gives his agency broad authority to set levels of competence for federal workers.

New aluminum pacts cover 43,000

Continued from Page 1

about 700 workers, and slight modifications in the cost-of-living adjustment formula under the old agreement.

Facing a May 31 strike deadline, the management negotiators backed down from their insistence on wage cuts and instead offered a freeze. Base hourly wage rates, which range from $11.40 to $14.76, will be frozen for three years.

Quarterly COL payments under the old agreement were retained, but will begin in each year only after the federal government's consumer price index rises above 1.5 percent. Once that threshold is cleared, adjustments will be paid at the rate of 1 cent an hour for each three-tenths of 1 point CPI rise in the first two years and 1 cent for each .26-point CPI rise in the third year.

Employer contributions to supplemental unemployment benefits funds will rise immediately by 10 cents an hour to 24.5 cents. Because of the high layoff rate in the industry, funds have been depleted and the only employees still receiving these benefits are those with 10 years of seniority or more, who are guaranteed layoff benefits regardless of the condition of the SUB funds. At Kaiser, for instance, regular SUB benefits have not been paid since March 1982.

In June and July, the three companies will offer employees who are at least 60 years old and have 30 or more years of service a one-time early retirement opportunity with supplemental assistance from the firms.

Some 700 workers are expected to opt for this incentive, under which the companies will provide workers a $400 monthly pension supplement for one year or until they reach age 62. The incentive program is expected to help create jobs for younger laid-off workers.

Major proposals

Other major provisions of the contracts:

- Employers must give 90 days' notice of a plant shutdown. Since the last agreement, Kaiser has sold its four can division plants as well as an aluminum plant in Union City, N.J., and Alcoa has closed a plant in Mobile, Ala. Reynolds is planning to shut down a plant in Hurricane Creek, Ark., this summer.
- The unions agreed to the stretch-out of extended vacations from every five years to every seven years, the temporary suspension of vacation bonuses for 1984 and 1985, and the reduction of Sunday premium pay to one and a quarter times the normal pay until Jan. 1, 1986, when it will again become one and a half times the normal pay. The unions also agreed to give up two days of personal leave.
- On non-economic matters, the parties agreed to experimental "justice and dignity" procedures which will allow workers to stay on the job while challenging discipline or discharge through the grievance process. The provisions will be limited to cases involving absenteeism and tardiness.
- The parties also agreed to set up committees to study health care cost containment.

AGBW contracts with Alcoa and Reynolds contain one major variation from the Steelworkers pacts. Instead of improvements in SUB contributions, the union negotiated a new health care plan under which a $700 account will be established each year for each employee.

The $700 may be used to pay medical cost deductibles and copayments, or put toward procedures not fully covered such as orthodontics or cosmetic surgery. Money that is not used will be paid in cash to the employees at the end of the year.

The AGBW settlement also does not include the experimental "justice and dignity" provision.

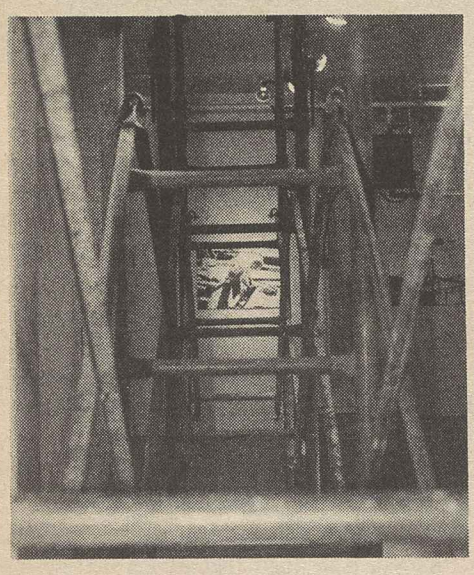
The Aluminum Workers said the ratification vote on the new pacts should be completed by June 7.

ILO panel to investigate Poland's union-busting

Continued from Page 1

but that there is no obligation to give rights to "the political opposition."

The action against the Polish dictatorship was initiated by complaints filed by the International Confederation of Free Trade Unions and other groups. They charged that the crackdown on Solidarity and its leaders violated the obligations assumed by Poland when it ratified the ILO conventions on freedom of association and the right for workers to organize and to bargain collectively.



The sights and sounds of construction provide a close-up for the public in a month-long exhibition, Art at Work, in Portland, Ore. Ten building trades unions joined with suppliers and the Metropolitan Arts Commission in backing the project, arranged by Linda Wysong of Carpenters Local 247 and Ted Huckins of Laborers Local 296. The display at Northwest Artists Workshop includes a 25-foot-long wall form and shoring stretching to the ceiling, a slide show of the building process from groundbreaking to a finished structure, photographs of workers, blueprints and audio tapes of craftsmen discussing their trade. A booklet explains the project's purpose of bringing together the public and trade unionists to discuss the state of creativity and labor in the workplace.

Hotel union organizes 2,700 at Yale in 27-month campaign

New Haven, Conn.—The Hotel Employees & Restaurant Employees scored a major breakthrough for Yale University's nearly 2,700 clerical and technical workers, capping a 27-month organizing campaign with a National Labor Relations Board representation election win.

The victory gives the union its largest unit of university clerical and technical employees and one of the largest union locals at any of the nation's private colleges. Four earlier attempts by HERE and other unions to organize the Yale workers, dating back to 1967, failed.

Local 34 of the Federation of University Employees, a HERE affiliate, won the NLRB election 1,267 to 1,228.

John Wilhelm, HERE vice president for the New England area who coordinated the campaign, credited the win to "the fact that we spent so long building an organizing drive that was in fact, not rhetoric, led by the employees themselves." That organization made the employees "invulnerable" to university arguments that the union was an unwanted third party, he said.

Committee of 450

During the campaign, a 450-member organizing committee and a 120-member steering committee met weekly to plan strategy. This "extraordinary" rank-and-file leadership was the key to the union's success, Wilhelm said.

"We also succeeded in effectively contrasting the university's union-busting campaign with the positive image Yale likes to project of itself," he said. "The union took the high road, and Yale was widely perceived on campus and in the community as taking the low road with its misrepresentations and innuendoes."

HERE had widespread support from labor, community, student and faculty groups. Just two days before the election, the city's board of aldermen passed a resolution supporting the union by a vote of 16 to 4. Two Yale faculty members, experts in labor law and labor history, issued a statement May 13 sharply criticizing Yale's attempts to influence workers into voting against the union.

HERE President Edward T. Hanley said the election outcome "is significant not only for our union but for what it means to the labor movement as a whole at a time when unions are under heavy economic pressure."

Hanley, an AFL-CIO vice president, added: "We think the win at Yale demonstrates once again that unions are very much alive, and can adapt to a changing climate."

Another HERE unit, Local 35, has represented Yale's service and maintenance workers for the past 20 years. Its 1,000 members gave personal and financial support to Local 34 during the campaign.

A leading Connecticut anti-union law firm, Siegel, O'Connor & Kainen, which the university retained, was largely discredited by the union during the organizing drive, Wilhelm said.

Despite assurances

Administration stalls on cotton dust rule

By Arlee C. Green

Two weeks have elapsed since the Clothing & Textile Workers received assurances from the White House that the Office of Management & Budget would drop its objections to the federal cotton dust standard.

The internal Reagan Administration squabble whether to scuttle a requirement for engineering controls to limit cotton dust levels was reported in the media as having been resolved. OMB, however, still lists the revisions to the cotton dust standard as "officially under administrative review," although an OMB spokesman said there are no major objections to the standard.

The proposed revisions have been bottled up at OMB since January when it first insisted that the Occupational Safety & Health Administration drop its requirement for engineering controls in favor of respirators that workers would have to wear.

Court review

The 1978 cotton dust standard passed Supreme Court review in 1981. The court ruled that cost-benefit analysis cannot be used in setting OSHA standards.

Citing the intent of Congress in enacting the 1970 job safety law, the high court held that feasibility should be the only limitation for providing a safe and healthful workplace.

Even so, the Reagan Administration launched into a lengthy revision of the standard although two-thirds of the industry has already installed engineering controls to lower worker exposure to levels scheduled to take effect on Mar. 27, 1984.

OMB's apparent reversal of its stance was keyed to objections from labor and Congress that the standard not be further weakened as well as to a clarification of a study by an industry consultant to the American Textile Manufacturers Institute.

Small victory

ACTWU, after years of battling to get a standard and then fighting to keep the standard's protections, claimed a small victory in getting the Administration's pledge to drop its objections to engineering controls.

ACTWU President Murray H. Finley and Sec.-Treas. Jack Sheinkman said, "The government action vindicates the union's position that the current cotton dust standard is reasonable and feasible. Our union has always maintained that the health of the workers is paramount and has battled to have this recognized by the textile industry and the government. We hope that this will put an end to all efforts to weaken or undermine the standard."

A recent study by the union showed that 81 percent of textile workers work in areas that are in compliance with the standard. The industry claims to have spent more than $143 million for engineering controls to bring most major plants in compliance, the union said.

Industry cited

OMB had cited a study by the industry, as justification for requiring only respirators, instead of more effective engineering controls. OMB's Christopher DeMuth, administrator for information and regulatory affairs, outlined OMB objections in January, saying OSHA should show the cost-effectiveness of the engineering controls over the respirators.

But ACTWU's study pointed out that installation of engineering controls has resulted in higher productivity.

C. Boyden Gray, legal counsel to Vice President George Bush and to the regulatory review task force which is reviewing the standard, mediated the matter and extracted the Administration's pledge to no longer oppose the engineering controls, according to news accounts.

OMB Director David Stockman in a meeting with Gray, reportedly agreed to drop the objections.

No connection

Gray conferred with officials of ACTWU just prior to meeting with Stockman, and a day earlier had met with OSHA Administrator Thorne G. Auchter and others, who had a letter from industry consultant Harold R. Imbus which said, "No conclusion can be made from this study regarding the effectiveness of respirators in protecting cotton textile workers from dust."

This development considerably weakened OMB's argument for the use of respirators. Imbus noted "considerable engineering controls" had been already installed in plants where he conducted his research.

Earlier the House Committee on Science & Technology issued a report critical of the Administration's attempt to weaken the cotton dust standard. The committee also endorsed a finding reaffirming the link between cotton dust and disabling "brown lung" disease.

The proposed revisions sent to OMB would establish an "action level," modify monitoring and exempt non-textile, cotton using industries.

Indicators point to spotty recovery

The government's broadest measure of future economic activity rose in April for the 10th straight month, but there were clouds on the horizon indicating a spotty recovery from the long Reagan Recession.

Nine of the 11 components in the Commerce Dept.'s index of leading economic indicators available for April contributed favorably to the 1.1-percent rise over the month. The index usually declines before the start of recessions, and rises before economic recovery.

The 1.1-percent rise followed a revised increase of 2.2 percent in March and a 1.4-percent gain in February. The April advance was led by an increase in the length of the average workweek.

The two components that declined were net business formation and a measure of the money supply that covers certain savings accounts as well as currency and checking deposits readily available for spending.

Meanwhile, the housing recovery showed signs of slowing in April as the rate of new home sales fell 4 percent to a seasonally adjusted annual rate of 573,000, Commerce said in a separate report.

Harry Pryde, president of the National Association of Home Builders, blamed the sales decline on still-high mortgage interest rates, which have remained stuck in the 12-13 percent range for the past several months.

Also down last month were orders for machine tools. The National Machine Tool Builders Association reported April orders declined 5.1 percent from $125.5 million in March.

Capital appropriations by the nation's 1,000 largest manufacturers in the first quarter of 1983 edged down four-tenths of 1 percent, the business-oriented Conference Board reported this week.

Capital spending down

While the volatile petroleum industry increased its appropriations 17.3 percent in the first three months of the year, other manufacturing industries recorded an 8 percent decline overall.

Actual spending by the 1,000 largest manufacturers fell by nearly 13 percent in the January-March period, marking the fourth quarterly decline in a row. The companies now project their total 1983 spending at 5 percent below 1982 levels, the research group said.

Another reflection of bad times, the number of Americans a month or more late in making mortgage payments rose to a record high during the first quarter, a sign that the recession continued to hurt hundreds of thousands of homeowners.

The Mortgage Bankers Association also reported that the number of foreclosures in progress during the first quarter was up slightly as well, to a record .71 percent—or 143,000—of the more than 8 million home loans surveyed.

In foreign trade, the nation sustained another huge deficit in April as American exports continued to slip. The Commerce Dept. reported that the U.S. merchandise trade deficit widened to $4.6 billion in April, the largest deficit since a $5.26 billion gap last October.

The department projects a record trade deficit of about $60 billion this year, which would exceed the record of $42.69 billion last year.

The number of Americans in export-related jobs declined from 6.2 million in 1980 to 4.9 million last year, the Commerce Dept. reported separately.

Productivity in manufacturing soared at a seasonally adjusted annual rate of 8.3 percent during the first quarter of 1983, the Bureau of Labor Statistics reported.

EDITORIALS

Tilting the NLRB

THE CHAIRMAN of the National Labor Relations Board, Donald L. Dotson, has expressed concern at what he views as unfair press criticism of his selection of Hugh L. Reilly to be solicitor of the National Labor Relations Board.

He doesn't understand why newspaper accounts all note Reilly's ties to the National Right to Work Legal Defense Foundation, as if this were some form of "guilt by association." Besides, Mr. Dotson doesn't see what's so bad about "right-to-work" laws, and he doesn't understand what all the fuss is about.

The fact is, of course, that the Labor Board is not just another government agency where a background of battling unions might not be a disqualifier.

The fact is, also, that Mr. Reilly drove perilously close to serious conflict of interest by continuing to pursue court cases against unions as an unpaid "right-to-work" lawyer while employed full time in a responsible Labor Dept. job. And Mr. Dotson, who was then his superior in the Labor Dept., displayed enormously poor judgment in allowing such moonlighting.

Most tragic of all, as AFL-CIO President Lane Kirkland noted in a recent news conference, is that the Reagan Administration's use of NLRB appointments "to carry on an anti-union vendetta" has broken with the understanding in both Democratic and Republican administrations of the past that there are limits to partisanship.

Clear and Present Danger

MISSOURI'S LEGISLATURE has become the 32nd state to give in to right-wing pressure for a balanced budget amendment to the U.S. Constitution—and for the convening of an unprecedented constitutional convention to act on it.

No longer can a vote cast for such an unworkable and unwise concept be rationalized as a meaningless sop to a pressure group.

The danger was clear and present last year, when the Senate of the United States supported the amendment by a two-thirds majority—at the urging of a President whose own budgets have resulted in the largest deficits in the nation's history. It took an extraordinary grass roots campaign by the AFL-CIO to stiffen backbones in the House to halt the steamroller. Now the effort is being renewed in the states.

The word must go out in every state where this proposal threatens that the Constitution is too precious to be made into a political football and that legislators who don't have the courage to stand up for their convictions will be held accountable for their actions. The alternative is government by minority, since super-majorities would be required to respond to economic or even military emergencies.

The peril is real.

Concern with Quality

LABOR'S CONCERN with the quality of vocational education programs dates from the earliest years of the trade union movement.

Then as now, unions insisted on a sound educational grounding as a foundation for acquiring the skills by which people earn a living.

A resolution adopted by a 1909 convention of the American Federation of Labor suggested the type of comprehensive curriculum that would be suited for a secondary school specializing in preparing youngsters 14 to 16 years of age for the trades. This is what it proposed:

"The course of instruction in such a school should be English, mathematics, physics, chemistry, elementary mechanics, and drawing, the shop instruction for particular trades, and for each trade represented, the drawing, mathematics, mechanical, physical and biological science applicable to the trade, the history of that trade, and a sound system of economics, including and emphasizing the philosophy of collective bargaining."

How modern can you get?

Washington Window

People's needs neglected by 'marketplace magic'

By Press Associates, Inc.

Several years ago, officials of San Francisco's Institute for Contemporary Studies came to the nation's capital to argue against national health insurance and for a conservative approach to health care.

At a press briefing, reporters asked the doctors hired by the institute if it wasn't true that America's approach suffered from overspecialization, a maldistribution of resources and doctors, large numbers of people lacking care and little control over costs. That was true, they replied.

What about Appalachia? the reporters asked. What about all the people in that poor region who need health care and either can't get it or must travel long distances to see a doctor?

When sufficient demand for health care develops, doctors will go there to provide it—that was the answer.

Years later, it became known that the institute was President Reagan's favorite "think-tank."

Now that a conservative administration is in power, ideas of dubious validity abound and there is almost nothing to stop them but common sense.

A current favorite idea of the Reagan Administration is the proposed use of vouchers to solve national problems in employment, education, housing and health care.

How the system works

For example, the long-term unemployed worker—jobless for most of the year—would trade in half of his unemployment benefits for a "voucher." Desperate for a job, he would take the voucher to prospective employers. One of them presumably would hire him—and probably hundreds like him—as long as the vouchers lasted.

Under the Administration proposal, "Employers will be able to use the vouchers turned in by their employees to pay their unemployment insurance costs and their federal income taxes."

For the elderly in need of health care, the President would provide voluntary Medicare "vouchers." The elderly, sick as they might be at the time, could then run around to different doctors and clinics and see which one could "outbid" Medicare. The President means "underbid" because the incentive for the elderly is a "cash rebate" if they find cheaper care.

And, instead of asking Congress to increase the supply of low- and middle-income housing, the President proposed a voucher system so the poor could shop around for housing.

Housing depression

It is a national disgrace that the Reagan Recession plunged the housing industry into a depression, forcing millions of families to double up and worsening the shortage. Last year, only 1 million units were started compared to the 2.5 million units the nation needs each year.

The housing voucher plan is "nothing more than a veiled form rent increase," declared Cushing N. Dolbeare of the National Low Income Housing Coalition. Answering the Administration argument that vouchers would make the poor more cost-benefit conscious, Rep. Bruce Morrison (D-Conn.) declared, "There's no marketplace. These are people who are trapped, who have a desperately hard time finding an apartment that they can rent for a whole variety of reasons, and the notion that they're going to use their market power . . . that's nonsense."

What it comes down to is that the Administration's approach to these serious problems would pit the sick elderly against the doctors, the homeless poor against sharp landlords, and the worst-off of the unemployed against businessmen hungry for tax credits.

If the poor and elderly sick and hardcore unemployed had the skill and resources to compete in such a contest, they wouldn't be where they are.

Surely, what Reagan likes to call "the magic of the marketplace" is not a compassionate or even practical way of dealing with people's basic needs.

AFL-CIO news

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Vol. 28, No. 22 SATURDAY, JUNE 4, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
American Federation of Labor and Congress of Industrial Organizations

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LEGISLATIVE ALERT!

GOP Greases Skids for 3 Job-Destroying Bills; Action Needed Now

The Republican-dominated Senate Finance Committee has rolled four bad pieces of legislation into one and is hoping to railroad the entire package to the Senate floor this week or next.

The foundation bill is H.R. 2973, the House-passed repeal of tax withholding on interest and dividend income. Because the campaign of misinformation by banking interests was so successful, repeal of this tax compliance reform seems certain. So the Republicans on the Finance Committee, in a strict party-line vote, passed an amendment that adds three additional harmful pieces of legislation to the tax repeal bill.

Steamrolling Controversial Legislation: It's No Way for Congress To Operate

All three additions to the bill (outlined at right) would destroy U.S. jobs and do nothing to hasten economic recovery. And regardless of the arguments for or against the separate bills, this is a wrong way for Congress to operate. It makes no sense to tie four controversial issues into a package and force a single up-or-down vote.

WHAT YOU CAN DO: Clip, sign and mail the sample message below to your Senators or send a telegram urging opposition to H.R. 2973. This bill is a grab-bag of job-destroying bills.

REAGAN'S JOB-EXPORT CARIBBEAN BASIN BILL

The Finance Committee tacked the provisions of S. 544, the Reagan Caribbean Basin bill, onto the tax withholding repeal bill. S. 544 is not designed to improve Caribbean economies or working conditions; rather, it would benefit multinational corporations based anywhere in the world, who could funnel their products through the Caribbean in order to take advantage of tax and trade privileges.

"ENTERPRISE ZONES": REARRANGING JOBLESSNESS

Also rolled into the catch-all of bad legislation was the Reagan "enterprise zone" bill. This would provide more business tax cuts and exemptions from labor standards in certain depressed areas of the country. It would create tax incentives to shut down or relocate plants, thus adding no new jobs but merely rearranging joblessness. No matter what the question is, the Reagan answer is more corporate tax cuts.

TRADE "RECIPROCITY" BILL: A WRONG APPROACH

Under current law, the President has powers to enforce sanctions against nations that unfairly restrict imports of U.S.-made goods. But President Reagan has failed to use this power.

S. 144, added to the tax compliance repeal bill, would not force the President to act to assure fair trade; it would encourage more U.S. investment overseas and divert attention from serious trade imbalances.

ACT NOW TO STOP FURTHER JOB LOSSES

U.S. Senate
Washington, DC 20510

Dear Senator _____:

I urge you to REJECT H.R. 2973. It is bad enough that Congress is caving in to the bankers' pressure and repealing the modest interest and dividend tax compliance reform. It would be intolerable to use this repeal bill as a carrier of three other bad pieces of legislation. I am concerned that the Reagan Caribbean Initiative, the "enterprise zones" bill, and the trade reciprocity bill would destroy American jobs. And in any case, it is wrong-headed to railroad these four controversial issues on a single bill.

I hope you will oppose all the elements of H.R. 2973 and would be interested in hearing your position on each. But right now I ask you NOT to short-circuit normal Congressional deliberations and procedures; please vote against H.R. 2973.

Sincerely,

_____

_____

_____

Caribbean Bills Now in Ways & Means Cmte.

The Reagan Administration's job-exporting Caribbean Basin Initiative, H.R. 2769, will be taken up shortly by the House Ways and Means Committee. This bill could achieve quick House passage unless trade unionists rally to stop it.

Nationwide Lobbying Underway To Stop Reagan Caribbean Bill

The AFL-CIO has sent state federations and central labor councils information about the Reagan Caribbean bill, and is asking local trade unionists to contact their Representatives immediately to register opposition to it. "Grassroots lobbying" by union members stopped the Reagan balanced budget scheme last year; it is that kind of work that is needed to stop the Caribbean job-export bill.

The AFL-CIO-endorsed substitute Caribbean bill, H.R. 2819, was introduced by Rep. Richard Gephardt (D-MO) and now has 15 cosponsors. The AFL-CIO will urge the Ways and Means Committee to support this bill, and it will be offered as a substitute to the Reagan plan on the House floor.

Unlike the Reagan bill, H.R. 2819 targets its benefits on Caribbean nations and offers human rights and labor protections to Caribbean workers. For details on the bills see the May 9 Alert!

WHAT YOU CAN DO: Urge your Representative to oppose H.R. 2769, the Reagan Caribbean Basin bill, and to support H.R. 2819, the AFL-CIO-backed alternative. Particularly important are members of the House Ways and Means Committee, listed below. Also listed is last year's vote on the Reagan Caribbean bill for those who were members of the committee at that time.

HOUSE WAYS AND MEANS COMMITTEE DEC. 1982 VOTE ON REAGAN CARIBBEAN BASIN BILL:

Democrats						Republicans	
*Rostenkowski (IL)	W	Jacobs (IN)	W	Guarini (NJ)	R	*Conable (NY)	W
*Gibbons (FL)	W	Ford (TN)	R	Shannon (MA)	R	Duncan (TN)	R
*Pickle (TX)	W	Jenkins (GA)	W	Russo (IL)	W	*Archer (TX)	W
*Rangel (NY)	W	#GEPHARDT (MO)	W	Pease (OH)	R	*Vander Jagt (MI)	W
#STARK (CA)	R	*Downey (NY)	W	Hance (TX)	W	*Crane (IL)	W
Jones (OK)	R	Heftel (HI)	R	#MATSUI (CA)	R	*Frenzel (MN)	W
		*Fowler (GA)	W	*Anthony (AR)	W	Martin (NC)	W
				Flippo (AL)	W	Schulze (PA)	-
				Dorgan (ND)	W	*Gradison (OH)	W
				Kennelly (CT)	W	*Moore (LA)	W
						*Campbell (SC)	W
						Thomas (CA)	W

W = WRONG R = RIGHT
* Cosponsor, Reagan Job-Export CBI bill
# Cosponsor, AFL-CIO-endorsed Caribbean Workers' Aid Bill (H.R. 2819)

Health Care for the Jobless: Write Now To End Delays and Get This Bill Passed

Legislation introduced by Rep. Henry Waxman (D-CA) to provide health care for the unemployed passed the House Energy and Commerce Committee by a 34-8 vote. The bill, formerly H.R. 2552, was given a new number: H.R. 3021.

GOP Hopes We'll Forget About It

Instead of being sent directly to the House floor, H.R. 3021 was sent to the House Ways and Means Committee. There is could face delays unless trade unionists demand its passage. Reagan Administration budget-cutter David Stockman testified against the bill, arguing that there is no need for it because economic recovery is just around the corner. Conservatives are hoping that interest in the bill will fade and the issue will somehow go away.

But even the Administration admits that unemployment is not likely to recede soon, and the jobless need health care now. Working people's tax dollars built the nation's medical care establishment, and it is outrageous that they should be deprived of this basic human right because the Administration threw the economy into recession. Trade unionists must stay strong on this issue if a bill is to be passed.

Benefits Targeted Toward High-Jobless Areas

Under H.R. 3021, any state with unemployment of six percent or more--virtually all at present--would be eligible for the program, which would provide at least nine days of hospital care and 10 doctor visits per person. The federal government would reimburse the states for at least half and in some states all of the costs, depending on the state jobless rate. The unemployed would pay two percent of their jobless compensation toward the cost of coverage. In addition, employers would be required to maintain health insurance for three months following layoffs, effective Oct. 1, 1985.

WHAT YOU CAN DO: Urge you Representative to cosponsor H.R. 3021, your Senators, S. 1154. If your Representative is on the House Ways and Means Committee (see list, left), it is doubly important that you write at this juncture.

AFL-CIO news

VOL. 28, NO. 23
SATURDAY
JUNE 11, 1983

Congress pressed to set $700 ceiling on tax cut

Labor, allies cite plight of unemployed

By David L. Perlman

The labor movement and its allies mounted a major effort to put a $700 ceiling on the income tax reduction that takes effect July 1 in order to fund programs to help the jobless and needy.

A combination of soaring deficits and the increasingly desperate plight of recession victims has pushed the labor-sought tax cut ceiling to front and center on Capitol Hill.

Its champion is House Speaker Thomas P. O'Neill, Jr., who called for its enactment in a major speech to a business group and who has sought to stiffen the backbone of House Democrats fearful of being tagged by President Reagan as advocates of higher taxes.

In the Senate, Democratic Leader Robert C. Byrd has already set the stage for a floor battle on the proposal. Senate Democrats are "virtually unanimous" in support of a ceiling on the tax cut, Byrd said.

A $700 tax cut ceiling had been proposed by the AFL-CIO in the last Congress to restore a degree of fairness to a tax structure that had been sharply tilted under the Reagan Administration to favor the wealthy. When the new Congress convened this year, AFL-CIO President Lane Kirkland's first testimony urged the $700 ceiling as a first step to get the economy on course.

From Cincinnati, where he was taking part in an AFL-CIO regional conference, Kirkland welcomed the new movement in Congress.

Most families earning up to $45,000 a year would receive the full amount of the scheduled tax cut and those with higher incomes would get a $700 reduction, Kirkland noted.

But "the savings made by placing a cap on the tax cut to the rich would provide revenue that could extend unemployment

Continued on Page 4

A major withdrawal

Steelworkers boycott of Pittsburgh's Mellon Bank won back paychecks for employees of bankrupt Mesta Machine Co. after USWA local unions and members withdrew more than $800,000 to protest the bank's freezing of Mesta's payroll account. Leaving the bank after pulling their union's deposits are, from left, USWA District 20 Director Tony Rainaldi and Paddy Grimes, Rich Vallecorsa, and Steve Rodich, executive board members of Local 1211, Aliquippa, Pa. A federal judge later ordered the bank to release the frozen payroll. (See story, page 6).

Regional meetings stress labor's political impact

By Susan Dunlop

The Reagan administration and iits supporters have "exhausted their credibiilty and the people's patience," AFL-CIO President Lane Kirkland told participants at the federation's final 1983 regional conference in Kansas City.

In his keynote address to the conference, Kirkland stressed the impact that a united labor movement can have on the nation's political process. The spirit of unity of Solidarity Day 1981 carried over to the 1982 elections when the labor movement's get-out-the-vote efforts "changed the political balance in Washington," breaking the conservative control of the House and containing it in the Senate, he said.

Kirkland stressed the significance of Labor Day 1983 as Solidarity Day III. The marches, rallies and demonstrations are to "activate and motivate our ranks in the cities and towns where our members live —and in the process send a message to senators and representatives in Washington," signaling that labor is looking ahead to Solidarity Day IV, the 1984 elections.

Conferences in Cincinnati and Kansas City wound up a series of seven held this spring across the country that were attended by state and local AFL-CIO officers and staff and local labor organization leaders.

The theme of the conferences, held for the third straight year, was "Put America to Work for a Change." Participants in the three-day meetings attended workshops covering issues including social security, political and legislative action, organizing, community services and communications. They met with Kirkland, Sec.-Treas. Thomas R. Donahue and AFL-CIO department heads to discuss the federation's policies and programs.

Kirkland stressed the importance of strong labor participation in the selection

Continued on Page 6

Pension study disowned by Labor Dept.

By James M. Shevis

The Labor Dept. has disowned a controversial study of social investing of employee pension funds after the AFL-CIO attacked the report as "an anti-union diatribe" and a waste of taxpayers' money.

The study, written by a National Right to Work Committee consultant, "was instituted, prepared and released without my knowledge," Labor Sec. Raymond J. Donovan wrote AFL-CIO Vice President John Lyons, chairman of the federation's Committee on Investment of Union Pension Funds. Donovan said he had ordered its immediate withdrawal as an official Labor Dept. document.

The $6,500 study emanated from the office of Ronald St. Cyr, who became acting assistant Secretary of Labor for Labor-Management Services when Donald Dotson left that post to become chairman of the National Labor Relations Board.

St. Cyr got in trouble with Donovan earlier when he attempted to bring back to the Labor Dept. Hugh L. Reilly, now the NLRB solicitor, who was under fire for remaining attorney of record for the National Right to Work Legal Defense Foundation while on the Labor Dept. payroll.

The social investing study was arranged by Dotson and Reilly before they left the Labor Dept.

Repugnant conclusion

In a letter to Lyons, Donovan said that he was "greatly dismayed" by the study written by Edwin Vieira, Jr., a consultant to the Labor-Management Services Administration. He termed the study's far-reaching conclusions "repugnant" and assured Lyons that similar reports would not recur.

Social investing is defined in Vieira's study as the investment of pension funds not only to provide retirement income for beneficiaries but also to promote other "socially desirable" goals or policies such as equal employment opportunity, environmental quality and employment. It would presumably also embrace labor support for investments in union-built construction and opposition to investments that would move American jobs to other countries.

The thrust of the Vieira report is that social investing is illegal and runs counter to the congressional intent of the 1974 Employee Retirement Income Security Act and the Labor-Management Relations Act as written by Congress and interpreted by the courts and the Labor Dept.

Views with alarm

"Investment according to 'social' criteria will cause fiduciaries to select a set of pension fund assets different from that they would have chosen had they invested according to purely economic criteria only," the report states. It claims this would lead to the same problems "that plague the centrally directed, non-market economies of socialistic or corporativistic states."

Throughout the study, Vieira's right-wing, anti-union bias reflects his positions in the many cases he has litigated in behalf of the National Right to Work Legal Defense Foundation.

Chairman Reed Larson of the National

Continued on Page 2

Jobless rate remains stuck in double digits despite dip

Unemployment declined a tick in May to 10.1 percent of the workforce, hardly enough to make any noticeable improvement in the economic indicator that really matters to American workers—the jobless rate.

"Double-digit unemployment with three straight months of a drop of only one-tenth of 1 percent is not a 'recovery,' " the AFL-CIO declared in a statement. "A real economic recovery is not possible until government fulfills its responsibilities to target economic policy to need.

"Congress must act quickly to provide more job opportunities to workers who still can't find a job and put those people to work rebuilding America's infrastructure and providing the country's unmet public service needs."

By another measure, which includes the armed services stationed in the United States as part of the workforce, the jobless rate last month fell to 10 percent from 10.1 percent in April and March. Neither measure takes into consideration so-called "discouraged" workers or those working only part time because they cannot find full-time employment.

If the 1.8-million discouraged workers who have stopped looking for jobs and the nearly 6 million more who are working only part time for economic reasons were made part of the count, the "true" extent of joblessness in America would approximate a jobless rate of 14.3 percent and 16.1 million unemployed, the AFL-CIO calculated.

Even taking the official government figures, the May data on employment

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MEMO FROM COPE
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The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

6/11/83

Concern for Polish workers

Poland's decision to boycott the International Labor Organization conference rather than face questions about its suppression of the Solidarity union movement is discussed by AFL-CIO representatives in Geneva. From left, Dale Good, assistant to Federation President Lane Kirkland; Assistant International Affairs Director Michael D. Boggs, and the department's director, Irving Brown, U.S. worker delegate to the ILO.

Uniform time limit for suits adopted by Supreme Court

The Supreme Court has adopted a uniform six-month period of limitations for filing lawsuits by employees against employers for wrongful firings or against unions for breach of the duty of fair representation.

The high court's 7-2 decision agrees with the AFL-CIO's position that a six-month limit in such cases has a sound precedent under federal labor law in filing unfair labor practice charges with the National Labor Relations Board.

The AFL-CIO's brief also stressed that a fair, uniform national standard would best protect the interests of all the parties involved.

The court's decision will clear up confusion in lower courts that had been applying a patchwork of state limitations statutes, ranging from 30 days to several years.

Federal statute

Writing for the court, Justice William J. Brennan said the decision is a departure from the court's general rule that the closest state statute should apply in limitations cases. But in this instance, he said, "we have available a federal statute of limitations actually designed to accommodate a balance of interests similar to that at stake here . . . in fact, an analogy to the present lawsuit more apt than any of the suggested state law parallels."

In another major decision, the court ruled unanimously that the U.S. Treasury can continue to collect "windfall profits" taxes on crude oil.

The high court overturned a federal district court ruling that the levy was unconstitutional because Congress exempted certain Alaskan oil fields north of the Arctic Circle where conditions make exploration, drilling and transportation about 15 times more expensive than in more typical oilfields, including others in Alaska that are not entitled to the exemption.

The lower court contended that the exemption violated a clause of the Constitution that says "duties, imposts and excises" must be uniform throughout the country. But Justice Lewis F. Powell, Jr. in the high court's opinion said the clause does not prohibit Congress from making distinction to recognize such "geographically related problems."

Labor-backed measure

Congress passed the labor-supported excise tax law in 1980 to recoup part of the massive profit inceases to oil firms resulting from the end of oil price controls.

Under the law, a tax of between 30 and 70 percent is levied on the "windfall profit," the difference between the current free market price of crude oil and the price at which it would have sold in 1979, the last year of full controls.

In other action, the court agreed to review the issue of whether a federal judge has the authority to order a local government to give preference to minority workers—newly hired under affirmative action programs—over more senior workers in deciding whom to lay off.

The case involves the Memphis fire department where there had been a court-ordered remedy for past discrimination. When the city sought to lay off 40 fire fighters, a federal judge ordered that minority workers be exempted from the seniority list so that the racial balance in each job classification would not be destroyed.

Although all the workers have since been recalled, no new law prohibits future layoffs on the same grounds, unlike a similar case in Boston which the court recently refused to hear because the fire fighters there have not only been recalled but also are protected by a new state law covering the issue.

The court also agreed to decide if the Constitution requires the Labor Dept. to obtain search warrants in court before it can look at a company's payroll records to see if it is complying with federal fair labor standards laws.

The Labor Dept., and other federal agencies, have issued their own subpoenas when companies have refused to open their records, but a lower court ruled last October in North Dakota that such inspections violate the Fourth Amendment's protections against unreasonable searches.

Poland's regime shuns ILO meeting in face of inquiry on rights abuse

Geneva—Poland's military dictatorship is shunning the annual conference of the International Labor Organization and has threatened to quit the ILO if it moves ahead with an inquiry into the suppression of workers' rights in the communist nation.

At the bench where Solidarnosc leader Lech Walesa sat only two years ago as the representative of Poland's free trade unionists, a row of empty seats underscored the Polish government's decision not to face the nearly 2,000 worker, employer and government delegates and their advisers at this year's conference of ILO member states.

After the ILO Governing Body voted to have a committee of inquiry investigate the fate of Poland's workers the Warsaw government announced on the eve of the three-week session that it was not sending a delegation.

Poland's military junta added, in a note addressed to ILO Director Gen. Francis Blanchard, that it reserved the right to take "appropriate measures regarding its membership" in the 15-nation organization should the inquiry be pressed.

Commitment cited

New Zealand's Minister of Labor, James B. Bolger, replied indirectly to this threat in a speech on his election as president of the conference. Recalling the ILO's commitment to uphold trade union freedoms and human rights, Bolger said the United Nations agency must "exercise its influence on a universal basis in whatever manner possible."

"It cannot select which violation it will oppose and which it will ignore," Bolger stressed.

The note from Poland made no reference to the $4 million that nation owes the ILO in membership dues. Because it is now two years behind in payments, Poland would have been denied the right to vote at the conference.

Irving Brown, director of the AFL-CIO Dept. of Internatioinal Affairs, heads an 11-member AFL-CIO team taking part in the conference. Brown is the worker member of the tripartite U.S. delegation.

Brown joined other free worker delegates in a resolution calling on the ILO to intensify its efforts to assure the "full exercise of freedom of association and trade union rights everywhere in the world."

This resolution will vie for attention in the conference's committee stage with the routine Arab-sponsored call for a condemnation of Israel for what the authors call a policy of "expansion and racism."

The Arab move has the strong backing of the Soviet bloc because, among other reasons, it helps divert attention from the denial of trade union freedoms in the communist-ruled countries.

Committee review

Nevertheless, backsliding and failures in the defense of such worker rights by member states will be highlighted in the conference committee that reviews the record of member governments with respect to their ILO commitments.

This watchdog group will focus on reports prepared annually by independent experts on how the ILO conventions on freedom of association and collective bargaining are faring.

The experts reminded governments that whatever economic or other problems they may invoke to justify slow progress in advancing the right of workers to form free trade unions, "it must never be forgotten that trade unions have a vital function to fulfill in society" by making "a decisive contribution to social justice."

Donovan disowns attack on unions in pension study

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Right to Work Committee chastised Donovan for withdrawing the anti-union study from circulation.

He charged the Labor Dept. was becoming the "Department of Organized Labor, sacrificing the rights of individual workers for dubious political payoffs."

The study rails about "compulsory unionism" and tries to segregate "true adherents" and "merely formal members" of the labor movement.

"Unions employ governmental coercion to guarantee them the 'members' they cannot persuade to join otherwise," the report claims.

"Collective bargaining through the exclusive-representation device is the embodiment, in statute form, of the ideology of trade unionism," it declares, and Vieira goes on to link union concerns about pension fund investment policy to a decline in membership. Union officials are described as "out of touch" with the members.

In his protest to Donovan, Lyons charged that the report clearly established that Vieira "has willingly substituted political inclinations to objectivity to reach a preconceived conclusion," and added:

"For the U.S. Dept. of Labor to spend public money to develop anti-labor propaganda on a subject as important to the well-being of workers as is security of their pension programs, particularly when the costs of such effort coincide with other efforts of the Dept. of Labor to reduce spending for programs of direct benefit to workers, is an insult to all taxpaying Americans."

In a June 6 speech to construction industry pension fund trustees in Hollywood, Fla., AFL-CIO Building & Construction Trades Dept. President Robert A. Georgine had this to say on the issue:

"Fiduciaries of collectively bargained plans have to consider more than the percentage rate of return when analyzing an investment. A particular venture—such as a home mortgage program—may help to provide additional jobs for participants and, therefore, additional contributions to the plan."

Georgine noted that unions have won every court case challenging the legality of a particular social investment.

Auto Workers post key gains for 29,000 in Deere contract

The Auto Workers won improved job and income security in a new three-year contract covering 29,000 workers at Deere & Co.

The agreement, overwhelmingly ratified by UAW local memberships in 11 locations around the country, maintains base wages and regular cost-of-living adjustment payments while improving supplemental unemployment benefits, adding new plant closing provisions, and instituting a new profit-sharing plan.

More than 85 percent of the UAW-Deere members voted in favor of the pact, the UAW said.

Major terms of the settlement closely follow the UAW-Caterpillar Tractor Co., agreement concluded in April after a seven-month strike. UAW's contract with Deere expired eight months ago, but it was extended indefinitely during the Caterpillar walkout. Following settlement there, the union set a June 3 strike deadline for completion of the Deere talks.

Covered by the Deere settlement are nearly 29,000 production and skilled workers, including 11,500 on layoff, in Illinois and Iowa. A separate agreement with similar terms covering 280 parts and depot workers in five states also won overwhelming approval, the union reported.

Under the new agreement, Deere workers will receive an immediate 3.9 percent cost-of-living increase representing an average increase of 39 cents an hour. A special settlement bonus equal to 40 hours' straight time pay will be paid on July 1 to all workers who were actively employed at some time between Oct. 1, 1982, and June 3, 1983. For the average Deere worker, the bonus will be about $500.

Quarterly COL payments will continue for the life of the contract, but will now be computed on base pay only and not on shift premiums as under the old pact.

The profit-sharing plan guarantees a payment in February 1985 of 32 cents an hour worked for 1984. In other years, payments will be determined by a formula that divides stockholders' equity and profits by sales. Workers may choose to take their shares in cash or take all or part of them in company stock.

Production and maintenance workers are covered at Deere plants in East Moline and Milan, Ill.; Ottumwa, Dubuque. Davenport, Des Moines and Waterloo, Iowa.

Warehouse and parts depots are covered in East Moline, Memphis, Tenn., Minneapolis, Atlanta and Denver.

Proposed revisions

OSHA asks rollback in cotton dust rules

By Arlee C. Green

The Reagan Administration wants to strip 76,000 workers of the protections afforded them under the 1978 cotton dust standard and to push back the deadline two years for installation of engineering controls in some sectors of the industry.

The Occupational Safety & Health Administration's proposed revisions to the standard would exclude coverage for workers in the classing, warehousing, cottonseed processing, knitting operations, waste spinning, and upholstered furniture manufacturing. Workers involved in garnetting, mattress assembly, and cotton waste processing and recycling would be subject to a weaker 1971 cotton dust regulation.

Clothing & Textile Workers President Murray H. Finley and Sec.-Treas. Jack Sheinkman said they were glad the principle of engineering controls had remained in the standard, but said the "Administration's proposed revisions of the standard for the textile industry are unfortunate and unnecessary." They called on the Administration to begin a comprehensive program to "make up for its inexcusable failure to aggressively conduct cotton dust inspections over the past two years."

Margaret Seminario, AFL-CIO occupational safety and health specialist, pointed out that data available from OSHA "indicate only a few inspections have been done in the past two years and the agency has yet to develop an effective program for inspections on cotton dust."

The 76,000 workers either excluded from the standard or subject to the old regulation will not receive medical surveillance, training and workplace monitoring that workers covered by the 1978 standard will receive, Seminario noted.

For workers covered by the standard, permissible exposure levels would be 200 micrograms of lint-free cotton dust per cubic meter of air for yarn manufacturing and 750 micrograms in slashing and weaving operations, weighted over an eight-hour workday.

Waste processing, garnetting and mattress assembly will be under the 1971 standard allowing 1,000 micrograms.

Brown lung

Workers exposed to cotton dust can develop disabling "brown lung" disease, which currently afflicts some 100,000 persons, according to findings from epidemiological studies.

The Supreme Court upheld the regulation in 1981. Even so, Seminario said, the Administration wants to give the industry still more time to comply with the standard. The department cited "feasibility reasons" for extending until March 27, 1986, the compliance period for the high cotton-content coarse yarn manufacturers.

The White House Office of Management & Budget held up release of proposed changes for several months. OSHA will accept public comments on the proposal until Aug. 9, and public hearings will begin Sept. 19.

Benzene, asbestos

In separate actions, OSHA said it would speed up the rulemaking process for a benzene standard and would lower the exposure limit for asbestos.

OSHA Administrator Thorne G. Auchter, in a letter to a coalition of unions and public interest groups which has petitioned for an emergency standard for benzene, said the agency will propose a new standard by November, with a final rule expected by June 1984.

In 1978, the agency proposed to limit exposure to one part benzene to a million parts air, down from 10 ppm. The Supreme Court threw this out in 1980 and the agency hasn't attempted to re-examine the rule since then.

On asbestos, the agency is looking at a level of 500,000 fibers per cubic meter of air, down from the 1972 level of 2 million fibers. Labor unions and many scientists want the exposure limit reduced to 100,000 fibers.

Holiday for King

Dr. Martin Luther King, Jr., "exemplified the spirit of brotherhood" and the anniversary of his birth, Jan. 15, should be a national holiday, AFL-CIO President Lane Kirkland urged.

Kirkland's statement to a House Post Office & Civil Service subcommittee was presented in testimony by Associate Legislative Director Robert McGlotten. It noted labor's special debt to the slain civil rights leader

"Trade unionists will never forget that he met his death while supporting the peaceful struggle of Memphis sanitation workers to achieve dignity and a living wage through collective bargaining," Kirkland said.

The AFL-CIO has been on record since a 1971 convention resolution for observance of Dr. King's birthday as a national holiday. And Kirkland noted that state legislatures and a growing number of union contracts designate the day as a paid holiday. It's time for Congress to do likewise, he urged.

Fire rescue

Top honors in the Fire Fighters 1983 Media Awards Contest went to Mike Okoniewski of the Syracuse Herald Journal for his photo of IAFF Syracuse Local 280 member Don Johnson cradling arson victim Louise Booth, whom he helped rescue. The IAFF presented 41 awards and the top winners in seven categories shared $5,250 in prizes. The contest recognizes outstanding media coverage of the hazards and professionalism of fire fighting.

Jobless rate remains stuck in double digits despite dip

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meant that there are still better than one out of every 10 workers — 11,192,000 — without a job.

"It is time to remember the jobless, not forget them," the AFL-CIO statement stressed. "The impact of the long recession is highlighted by the fact that the unemployed are averaging nearly five months of joblessness."

Over one-fourth, 25.3 percent, of the jobless were unemployed for 27 weeks or more during May, up from 24.4 percent in April, the Bureau of Labor Statistics said in its report on jobs. The number of Americans out of work more than half a year last month rose to 2,786,000 from 2,694,000 in April.

The average duration of unemployment jumped to 20.4 weeks from 19 weeks in April. "This implies that the long-term unemployed are not the ones going back to work, even in the small numbers that people are returning to work," AFL-CIO Research Director Rudy Oswald observed.

The gradual improvement from the 18-month Reagan Recession is seen by many economists as an uneven one at best. Some say the jobless rate may rise this summer as the labor force swells with the entry of high school and college students into the labor force.

Also, the re-entry of discouraged workers as the recovery matures could drive up the rate since the economy may not be able to generate enough jobs for all.

Jobs gain

Last month's gain in the number of payroll jobs, as reported by employers, was 374,000, the second big gain in as many months and the largest rise since a 417,000 increase in March 1979. BLS Commissioner Janet L. Norwood told the congressional Joint Economic Committee that the increase occurred in most major durable-goods manufacturing industries, and in construction and service industries.

BLS reported that 70 percent of 186 different industry groups reported gains in employment. Construction for the month was up by 81,000, manufacturing by 104,000, retail and wholesale trade by 30,000, and services by 120,000.

All of these groups, however, were still below their year-earlier levels, except for services, which continues to expand rapidly and was up by 600,000 in the past year.

Rhode Island votes 'right-to-know' law

Providence, R.I.—Rhode Island is the eighth state to guarantee its workers the "right to know" the chemicals they are exposed to in the workplace.

The Rhode Island AFL-CIO and the Fire Fighters were instrumental in lobbying for this legislation under a nationwide AFL-CIO campaign to enact right-to-know laws in the states to countervail the Occupational Safety & Health Administration's drive for a watered-down federal "hazard communication" standard.

The chemical industry has been pressing for the impotent federal regulation proposed by the Reagan Administration in March 1982, to blunt passage of stronger state statutes. The proposed federal regulation is undergoing final review at OSHA.

A strong right-to-know standard developed by the Carter Administration was rejected soon after the Reagan Administration took office.

Rhode Island joins the states of Oregon, Connecticut, West Virginia, Maine, Michigan, New York, California and Wisconsin in providing workers with the right to know the substances they are exposed to in the workplace. A growing number of cities have passed similar laws.

State Rep. Henry R. Boeniger, chairman of the House Labor Committee and sponsor of the bill, is credited with guiding the measure quickly through the legislature. He said he decided to draft the bill after reading about the health problems encountered by workers in the asbestos and talcum powder industries.

Important protection

Rhode Island Gov. J. Joseph Garrahy, in signing the law, said, "This legislation is important not only to protect workers, but to recognize the assistance many employers need in identifying dangerous or toxic substances that find their way into the workplace."

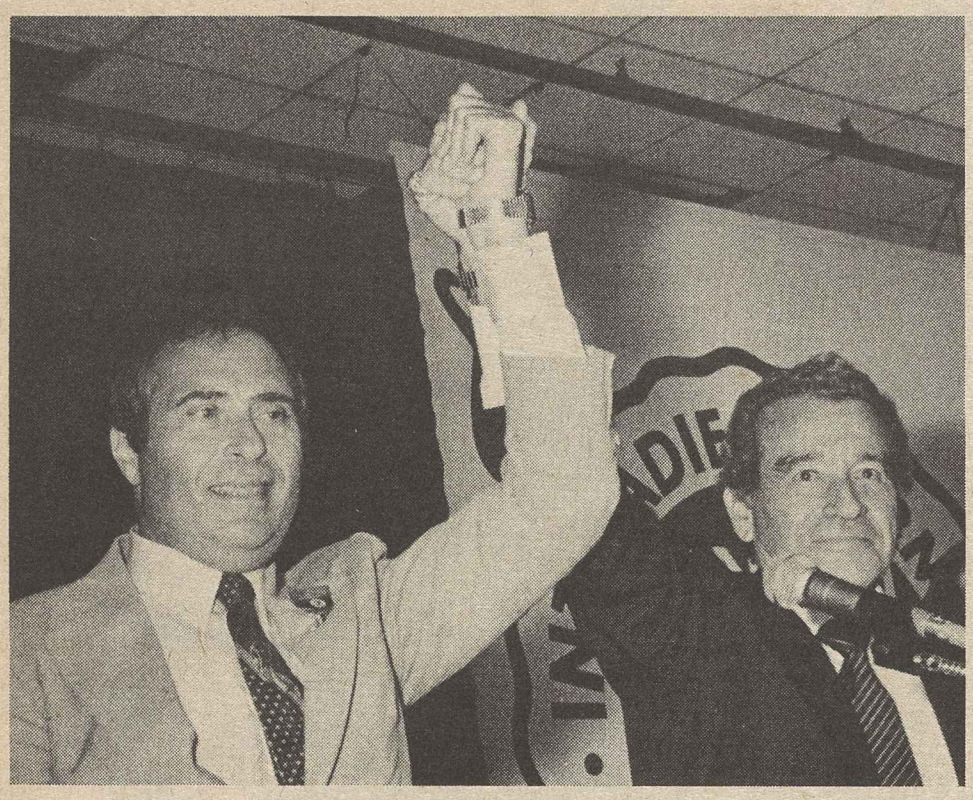
The law will be administered by the state's Labor Dept. which will be able to impose fines and criminal sanctions for violations. It requires employers using toxic and hazardous substances to maintain a chemical information list and a material safety data sheet for each substance they use.

Workers are assured under the law they will have access to this information without fear of discrimination and if the "information is not provided by the employer, will have the right to refuse to work with the substance until such information is received."

Employers will be required to give local fire departments a list of work areas where hazardous and toxic substances are located, the chemical and common name of each substance and the MSDS.

In testifying for passage of the measure, state AFL-CIO President Edward J. McElroy noted labor has sought these protections for more than a decade. In calling the legislation "vital," he pointed out the NIOSH studies that found 130,000 different substances workers were exposed to in an on-site investigation of 5,200 industrial plants.

Richard M. Duffy, the IAFF's safety and health coordinator, testified before Boeninger's committee that fire fighters face untold hazards when responding to fire and rescue scenes. He detailed a number of tragedies that have involved fire fighters, exposure to toxic and explosive substances.



Garment union leaders

Jay Mazur, left, new secretary-treasurer of the Ladies' Garment Workers, and Sol C. Chaikin, re-elected president, acknowledge support of delegates to the ILGWU convention in Hollywood, Fla.

Labor, allies mount drive for $700 ceiling on tax cut

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benefits, health care benefits and other assistance to the 12-million Americans still unemployed," he stressed.

In Washington, AFL-CIO Legislative Director Ray Denison wrote House members urging support for the proposal. He was joined in the letter by officials from a cross-section of consumer, civil rights, senior citizen and civic organizations. The organizations represented included two large unaffiliated unions, the United Mine Workers and the National Education Association. Dozens of other groups, reached too late to sign the joint letter, will be sending their own messages to Congress.

The $700 ceiling, Denison wrote, would salvage $6 billion in revenues over the next year and a total of $20 billion over three years.

"We believe that the tax reductions to the very wealthy beyond what other Americans will receive would be better utilized to help revive America's still-sagging economy" and aid the recession's victims, Denison wrote on behalf of the cooperating groups.

Reagan, meanwhile, led a White House effort to brand a ceiling on the July tax reduction as a tax increase, and his aides made clear that moderate Republicans as well as Democrats were his targets.

He declared his intent to veto any "tax increase," declaring that "hard-working families are already overtaxed" and calling instead for more spending curbs.

Ironically, Reagan opened the radio speech in which he denounced any ceiling on tax reductions with an appeal for contributions to the American Red Cross because storm and flood disasters have "exhausted" its budget.

Two timber unions voting on contract covering 21,000

A tentative agreement between seven major lumber companies and the nation's two largest timber unions would raise wages for some 21,000 workers by 8.5 percent over a three-year period, and make improvements in other contract areas.

The Woodworkers and the Lumber Production & Industrial Workers, an affiliate of the Carpenters, resisted employer attempts at major concessions and agreed to the new pact just hours before a June 7 strike deadline.

Old contracts expired on May 31, but had been extended while talks continued. The proposed agreements still must be ratified by both unions' rank and file. Ratification vote results are not expected to be determined before the first week of July.

Under the settlement, hourly pay — which now averages about $11—would be frozen for one year. A 4-percent increase would be payable in the second year and a 4.5-percent hike in the third.

In addition, employer contributions to union health and welfare funds would go up by 25 cents per hour worked in the first year and by 10 cents per hour worked in each of the next two years.

Seniority provisions were strengthened, and agreement to negotiate the contracting and subcontracting of work outside the unions' jurisdiction was reached, with the unions retaining the right to strike over the issue during the life of the accord.

The unions fought off company attempts to weaken existing contract benefits.

IAW represents about 12,000 of the workers, LPIW the balance. The workers are employed at about 50 plants in the Northwest. The companies involved in the negotiations are Weyerhaeuser Co., Crown Zellerbach Corp., Georgia-Pacific Corp., Boise Cascade Corp., Champion International Corp., Publishers Paper Co., and Simpson Timber Co.

Meeting the challenge

ILG delegates focus on imports, organizing

Hollywood, Fla. — Delegates to the Ladies' Garment Workers convention endorsed programs to step up the union's campaigns to stop devastation of their industry by low-wage imports and to strengthen organizing.

ILGWU President Sol C. Chaikin told the 800 delegates in his keynote address that the nation and their union face the most difficult economic challenges since the depression of the 1930s.

Chaikin pointed to the "deep and thoroughgoing recession" in both the United States and Canada that has meant record high unemployment and turned major industries into "disaster areas."

The apparel industry "suffers double," Chaikin said, from the recession and the effects of a "global sweatshop" as more and more of the domestic apparel market is taken over by imports sewn at wages as low as 12 cents an hour in some countries.

Chaikin said the union is continuing to take its case to the public and particularly to Congress where the ILGWU is seeking endorsement of a policy to roll back the level of market penetration of imports in apparel and clothing.

The union's campaign has included extensive congressional lobbying, a series of demonstrations and a national teleconference to outline strategies for dealing with the problem held earlier this year.

AFL-CIO President Lane Kirkland told the delegates that in spite of the Reagan Administration's predictions of a brightening economy, "there is no recovery in sight" for working people, or for the more than 12 million Americans who are unemployed.

Creating misery

Yet even as government policies "create misery for millions," the Reagan Administration is still trying to further dismantle "those functions of government designed to help the needy," Kirkland said.

"Our most urgent task" is to strengthen the labor movement through organizing, bargaining and legislative and political action, Kirkland asserted.

The convention acted on 371 resolutions as well as constitutional amendments designed to help streamline ILGWU operations.

Delegates approved a dues increase linked to continuing ILGWU's import rollback effort, its union label promotional programs and expanding organizing activities. Dues will go up by $2 a month with $1 going to the national office and $1 retained by local organizations.

The delegates also voted to trim the size of the union's general executive board from 23 to 21 members immediately and to 19 in elections at the 1986 convention.

Chaikin, who has been president since 1975, was re-elected to his third full three-year term.

Jay Mazur, manager of Local 23-25 in New York City, was elected secretary-treasurer to succeed Shelley Appleton, who has held the post since 1977 and retired after 43 years with the union.

Wilbur Daniels was re-elected as an executive vice president, and Irwin Solomon was elected an executive vice president to succeed Frederick Siems, who also retired after 46 years' service.

Nineteen members of the general executive board were re-elected and two new members were voted to their first terms.

Import rollback

In dealing with 30 resolutions on imports, the largest on any issue before the convention, the delegates endorsed passage of pending House and Senate resolutions that would recommend a rollback in the level of apparel imports in the U.S. market to no more than 25 percent.

The convention called for repeal of a clause in federal trade law that allows manufacturers to make components of a product in the United States, such as cutting out pieces of a garment, ship the parts overseas for assembly at lower wages and then re-ship the product to this country, paying only nominal duty.

The delegates leveled strong criticism at the Administration's economic and social policies and registered opposition to proposals for a youth subminimum wage. Instead, they urged indexing of the minimum wage to 60 percent of the average hourly manufacturing rate.

Other key resolutions called for strong enforcement of fair labor standards laws to prevent a return to the days of the sweatshop, a continued ban on industrial homework, and for total amnesty for all undocumented workers now in the United States, coupled with sanctions against employers who knowingly hire and exploit illegal aliens.

Adopted resolutions

A wide range of other resolutions were endorsed concerning civil rights, fair housing, continued control of natural gas prices, labor law reform, expansion of the union's political action activities and expanded participation of women and minorities in the union. The delegates also called for legislation making Dr. Martin Luther King, Jr.'s birthday a national holiday.

Convention speakers included former Vice President Walter F. Mondale, House Majority Leader James Wright (D-Tex.), Representatives Claude Pepper (D-Fla.), William Gray III (D-Pa.) and Geraldine Ferraro (D-N.Y.) and Japanese textile garment workers President Tadanobu Usami, who also is president of Domei, the Japanese labor federation.

N.C. legislature weighs slavery law

Raleigh, N.C. — A labor-supported bill to make "involuntary servitude" a felony offense is a hotly controversial issue in the North Carolina legislature.

The bill is being pushed by a coalition of civil rights and religious organizations concerned with abuses of migrant farmworkers and is being bitterly opposed by the state Farm Bureau Federation.

To the Farm Bureau, the legislation introduced by State Rep. Malcolm Fulcher is "an insult to every farmer in the state" because it implies that slavery still exists in North Carolina.

Supporters of the bill, who picketed the Farm Bureau headquarters to focus attention on the issue, make the point that conditions approaching slavery are a modern-day scandal in the state and have been documented by convictions obtained under federal laws dating back to the post Civil War period.

State AFL-CIO President E. A. Britt said labor supports the legislation because "farm workers in North Carolina have been mistreated for too long and it's time that something be done to protect their rights." The North Carolina A. Philip Randolph Institute and the Workers Defense League are among the groups active in the campaign.

10 convictions

Of all Justice Dept. convictions in recent years of migrant crew leaders for violation of the various anti-slavery statutes, 10 have been in North Carolina.

There have been cases involving shanghaiing of jobless men from the streets of eastern cities after promises of work and after plying them with liquor. When the "recruit" finds himself in North Carolina, he is told he owes an exorbitant sum to the crew leader for transportation and must work it off. The worker may find himself locked in a migrant camp patrolled by dogs at night, with heavy deductions for food and lodgings.

Vastly overpriced cigarettes and liquor are sold illegally within the camp to keep the worker in perpetual debt.

The Justice Dept. has obtained convictions under anti-peonage and involuntary servitude laws and a law dealing with "carriage" or kidnapping.

Although the North Carolina constitution prohibits slavery, the state has never enacted enforcement legislation with penalties.

Both local and state law enforcement officials lack authority to investigate complaints or to initiate prosecutions.

The proposed legislation would enable the State Bureau of Investigation to act on complaints and would allow state courts to hear such cases.

Fox in HUD coop gentle on wage law violators

A "fox-in-the-chicken-coop" appointment to the Dept. of Housing & Urban Development has resulted in what building trades unions consider an "outrageously biased" approach to enforcement of the Davis-Bacon Act.

The official in charge of administering the prevailing wage law on construction funded by HUD is Baker Armstrong Smith, who carries the title of Assistant to the Secretary for Labor Relations.

Smith had prepped for his job with the Reagan Administration by serving as executive director of the fanatically anti-union Center on National Labor Policy. He wrote fund-raising letters warning of "ruthless union bosses" who would strike "our nation's energy production plants to gain political and economic power" and complaining of "ridiculous legal loopholes" that protect "union gangsterism."

Washington Post reporter Howard Kurtz took a close look at Smith's record in the HUD post he has held since mid-1981 and concluded that he has "sharply curbed" enforcement of federal wage laws on government-funded construction.

Kurtz found that Smith had overruled HUD staff recommendations that contractors be penalized for violating wage laws in 100 out of 133 cases from the time of his appointment through April of this year.

He regularly excused fines against contractors who shortchanged workers and rejected staff proposals for debarment from future contracts of gross offenders.

Off the hook

The Post article cites Smith's disapproval of a proposed fine and debarment of an Ohio firm that didn't pay overtime and was accused of falsifying its records.

The falsification might have been mere "carelessness," Smith suggested. And HUD records showed he waived an $11,710 fine against a Massachusetts firm because "the company explained how the mistake occurred."

Reversal of such staff findings were a rarity in both Democratic and Republican Administrations in the past, and Building & Construction Trades President Robert A. Georgine has no doubt about Smith's bias.

"It's obvious," Georgine told the AFL-CIO News, that Smith "came to his position to do a hatchet job on the unions, not to do a good job for the government."

The Washington Post story cited memos written by Smith to senior HUD officials in 1981 urging them to discredit the AFL-CIO's Solidarity Day demonstration. It noted also that during his tenure at HUD, Smith has faced charges of using government secretarial help and concocting official trips for personal reasons. A HUD spokesman said Smith was cleared of the charges. He also has been the focus of employee grievances charging discrimination against active union members under his jurisdiction.

A file on the Center on National Labor Policy compiled by the AFL-CIO Dept. of Organization & Field Services shows a familiar assortment of far-right names among the incorporators of the organization and fund-raising letters signed by Sen. Jesse Helms (R-N.C.) among others.

In a letter responding to a Better Business Bureau inquiry, Smith wrote that the contributions it receives "are applied effectively and wisely" to support "the center's legal program to guarantee constitutional rights in the workplace."

Another item in the file gives an example—an attempt to stop members of Congress from using a union label, the traditional "union bug", on newsletters or envelopes sent out under a postage-free government frank.

Misuse of funds

First Smith's group filed a complaint with the Federal Election Commission charging this amounted to using taxpayer funds to promote "the discriminatory political concept of compulsory unionism."

And then Smith sued the Federal Election Commission for not acting on the complaint against use of the union label. Both the FEC and the federal district court ruled against the Center on National Labor Policy on the issue.

Laundry union convention elects Ervolino as president

Pittsburgh—Delegates to the Laundry & Dry Cleaning Union's convention elected Frank Ervolino president to succeed Russell R. Crowell, who retired after 21 years as head of the union.

The convention also voted to raise monthly per capita payments to $2.25 in approving a two-step increase of 25 cents each—the first effective this September, and another in September 1985. Local minimum dues will be increased in $1 steps, rising from $9 to $11 in 1985.

The 100 delegates approved resolutions supporting an expanded federal jobs program, indexing the minimum wage to the cost of living, and more funding for education.

Ervolino had been a vice president of the union for 23 years. He joined the union's Buffalo local in 1948 as the business agent and since 1958 has served as its vice president. He founded the Buffalo & Western New York Hospital & Nursing Home Council, AFL-CIO in 1958, of which he is executive secretary-treasurer.

He is on the executive board of the Buffalo AFL-CIO Council, secretary-treasurer of the Maritime Trades Buffalo Port Council and an executive board member of Rochester & Syracuse Laundry & Dry Cleaning Local 39.

Crowell served as the union's vice-president for four years before becoming president in 1962. He was first elected secretary-treasurer of San Francisco Local 3 in 1952 and has served as a Maritime Trades Dept. executive board member.

Begler re-elected

Delegates re-elected Sam Begler to his eighth term as secretary-treasurer, the position he has held since the union was chartered and reaffiliated with the AFL-CIO in 1958. He also is president of Pittsburgh Local 141.

Newly elected vice presidents include Robert Luster of Oakland, Rosie L. Flood of Indianapolis and Ruth Thomas of Cincinnati.

Newly elected trustees are William Crowley of Milwaukee and Geneva Harville of Kalamazoo, Mich., who joined re-elected trustee Thomas Luna of Los Angeles.

In a convention address, AFL-CIO Sec.-Treas. Thomas R. Donahue lashed out at the insensitive attitudes of the Reagan appointees toward American workers, the poor and the aged. AFL-CIO Vice President Frank Drozak stressed the need for changes in the laws affecting wage-earners and stepped-up political action to return control of the Senate to the Democrats.

AFL-CIO Civil Rights Director William Pollard and Alfredo C. Montoya, executive director of the Labor Council for Latin American Advancement, charged that the Administration has a negative attitude on civil rights and lacks concern for the unconscionably high rate of unemployment among minorities.

FRANK ERVOLINO

AFL-CIO takes added role as host to visitors

The AFL-CIO will assume responsibility for arranging the programs of foreign trade union leaders who come to the United States under the U.S. Information Agency's International Visitors program.

An agreement to this effect was reached recently by Federation President Lane Kirkland and USIA Director Charles Z. Wick.

Over 3,500 visitors from abroad participate in the International Visitors Program each year. They are leaders or potential leaders who come here to see American society first-hand, and to confer with their counterparts in this country.

About 2,000 of this number are "voluntary visitors" who come to the United States at their own or their government's expense. The remaining 1,500 receive USIA grants. About 100 of the grantees and 250 of the voluntary visitors are in labor-related fields.

Kirkland said in a statement that he looked forward to strengthening the relationship between the AFL-CIO and the USIA through cooperation in the International Visitors Program. Actual programming of the international visitors' stay will be done by the federation's three regional labor institutes — the American Institute for Free Labor Development, the African-American Labor Center and the Asian-American Free Labor Institute.

"I am confident that through continued cooperation between the USIA and the AFL-CIO," Wick said, "we can strengthen the professional and cultural dimensions of this important exchange program."

For dedication and spirit

Eugene V. Debs Award of the Social Democrats USA, given for distinguished service to union members and to the trade union movement, is presented to Ironworkers President John H. Lyons by AFL-CIO President Lane Kirkland at a dinner in New York. The award cited Lyons' commitment to "labor justice and vital national concerns" as well as service on national commissions on pension issues, employment security, equal opportunity, national defense, trade policy and urban problems.

'Better' alternative pressed to Reagan's Caribbean bill

The AFL-CIO pressed the House Ways & Means Committee to support an alternative to the Administration's Caribbean Basin Initiative that would help raise living standards for the people of the region without sacrificing U.S. jobs.

At the same time, the federation urged senators to oppose an attempt to piggyback the Caribbean Basin bill to enactment as an amendment to an unrelated measure that would repeal the withholding tax on dividends and interest.

As originally proposed by President Reagan, Caribbean nations would be able to ship most products to the U.S. markets duty-free. Other countries would be able to channel their goods through Carribbean ports with the same tariff advantages with a minimal "Caribbean content" requirement.

Gephardt bill

AFL-CIO Legislative Rep. Stephen Koplan told the House committee that labor supports the "better way" approach of the bill introduced by Rep. Richard A. Gephardt (D-Mo.) with 19 co-sponsors.

It would enable a shift of duty-free privileges to the Caribbean nations by phasing out special trade advantages to countries that have become self-sufficient. The first group would be made up of Hong Kong, Taiwan, Korea, Mexico and Brazil.

The bill would require assurances of human and trade union rights, along with workplace safety and health standards, as a condition of trade preference.

"Any legislation enacted by Congress must have the assurance that the workers and people of each country designated for preferential treatment become the chief beneficiaries," Koplan urged.

The labor-supported Gephardt bill also would provide stronger exclusions of import-sensitive products that would displace U.S. workers and would require substantially higher local content for goods shipped through Caribbean ports.

In the Senate, the Finance Committee tacked the Caribbean bill onto the withholding tax repealer.

It also joined to the bill two other Administration measures that labor opposes—a trade reciprocity bill and the enterprise zone legislation, which would give tax credits and regulatory "relief" to firms locating in target areas.

Union legislative representatives were urging senators to insist that the amendments be deleted before the withholding repealer is brought to a vote. The withholding tax will take effect July 1 unless Congress acts to block it.

Mellon Bank bounced

Pittsburgh—When the Steelworkers talked to Mellon Bank in a language it understands—money—the union got a quick victory for employees of a bankrupt company.

Steelworkers local unions and USWA members began withdrawing their deposits from Mellon Bank to protest its refusal to release money for payroll owed to employees of Mesta Machine Co. of West Homestead, Pa., after the company filed for bankruptcy in February.

The union's boycott sparked nationwide interest and jolted the bank into action when a federal judge ordered Mellon to release funds to cover $350,000 owed to members of USWA Local 7414 and $180,000 due to salaried employees.

USWA President Lloyd McBride kicked off the boycott a week earlier in a letter to 120,000 members of some 500 local unions in western Pennsylvania asking them "to let Mellon know you are offended by the attitude the bank showed toward your fellow Steelworkers."

He also urged local union financial officers to transfer accounts to other banks "more responsive to the needs of working people." The union estimates that hundreds of thousands of dollars had already been transferred by the time the judge acted on June 9. Workers will be able to pick up paychecks as of June 10.

In his letter, McBride explained that after Mesta filed for bankruptcy, the bank, its chief creditor, froze money that would have been used for payroll and for health and life insurance premiums for workers and retirees.

Area religious organizations also withdrew assets from Mellon, the nation's 14th largest bank, and Pittsburgh's city council had unanimously voted to take out $38 million in city funds unless the bank released the Mesta holdings.

Food Workers strike Wilson over unilateral wage rollback

About 4,800 members of the Food & Commercial Workers are on strike against Wilson Foods Corp., to protest compulsory wage cuts the company imposed in breaking its contract with the union.

The union struck the Oklahoma City-based firm June 4 at six Midwest plants. Not affected by the walkout are five other plants under UFCW local contracts that are not covered by the union's national agreement.

The strike is in response to the company's unilateral decision to void its multi-plant agreement with the UFCW, and simultaneously slash pay and benefits by about $7-$9 an hour. The union has filed grievances under the contract, and charges with the National Labor Relations Board that Wilson's actions violate federal law because they unilaterally changed the terms and conditions of employment.

Wilson, the nation's largest pork processor, filed for court protection under the federal bankruptcy code in April, citing high labor costs.

Lewie Anderson, UFCW vice president and director of the union's packinghouse division, charged that market forces totally unrelated to the collective bargaining agreement were the major factors in the company's financial crunch.

Wilson's internal financial position was strained by "premature buildup of excess inventories, slack sales, and a totally unjustified expansion of corporate overhead expenses," Anderson said.

"It insults the intelligence of the union, workers, and the public to blame the collective bargaining agreement," he stressed.

Affected by the UFCW strike are Wilson plants in Cedar Rapids and Cherokee, Iowa; Albert Lea, Minn.; Logansport, Ind.; Monmouth, Ill., and Oklahoma City. The company and union have held discussions since the bankruptcy filing, but no future meeting is scheduled.

Under the bankruptcy code's Chapter 11 proceedings, a company may continue to operate with court protection from creditors while it tries to work out a plan to pay debts.

Anderson charged that Wilson has "conveniently failed" to explain the critical, non-labor related forces that led to its financial problems.

UFCW negotiated an early settlement with Wilson and other major meatpackers in December 1981 freezing pay for 44 months and deferring cost-of-living adjustments until the end of this year. In return, the companies agreed not to close any plants for 18 months.

Convention opener

CWA strike vote set for 525,000 at Bell

Los Angeles—Communications Workers President Glenn Watts opened the union's 45th annual convention here with an announcement that CWA members in the Bell System will take a strike vote by mid-June.

The more than 2,000 delegates—the largest convention turnout in CWA history—greeted Watts's announcement with a long, standing ovation.

While CWA's national contract with AT&T and the Bell System doesn't expire until Aug. 6, the results of the nationwide mail referendum will be announced on July 25, "well in advance of the termination date," Watts said.

CWA is negotiating the largest labor contract for 1983—covering some 525,000 Bell System workers—in the midst of the divestiture of AT&T, the nation's largest corporation.

In his keynote address Watts called for "corporate concessions" as the price for labor's cooperation in making American industry more productive and competitive.

He said that labor givebacks should be termed "takebacks" and charged that givebacks are a form of extortion: "Your money or your job."

Concessions in some basic industries aren't the answer and "aren't going to solve this country's basic and long-range problems," Watts said.

"What America desperately needs for a real and lasting recovery is a comprehensive national industrial policy" and a cooperative plan for the future "developed jointly by labor, business and government," he stressed.

Company strategy

Despite record profits posted by AT&T and the Bell System, Watts warned that CWA members in coming months, "will probably hear a great deal . . . about the company's need to cut costs as divestiture approaches and as it moves more into the competitive areas.

"We agree that companies must be efficient, but we will be reminding them" at the bargaining table that Bell System profits have steadily risen over the last decade and totalled $7.2 billion last year—another all-time record, he pointed out.

"This profit surge," Watts said, "despite one of the worst recessions ever, was fully $1.3 billion higher than AT&T's profits in 1980," the last year that CWA and Bell negotiated a national contract.

"To develop an industrial policy for America with labor's cooperation, the corporate world is going to have to agree with some of our ideas and values," Watts said as a message to business leaders.

"For starters," he said, "instead of systematically trying to destroy unions, the business community should start obeying the nation's labor laws and stop trying to subvert the collective bargaining process."

Watts and Democratic presidential nomination contenders Walter F. Mondale, John Glenn and Alan S. Cranston joined in assailing the Reagan Administration's abuse of workers and their rights.

Mondale charged that "Reagan is not listening," and accused the Administration of being worse for the country than even the administrations of Eisenhower, Nixon and Ford.

Cranston charged the Administration with having an attitude of indifference to the plight of the unemployed and said that the worldwide "nuclear nightmare" must be stopped.

Glenn also rapped the Administration for its role in creating high unemployment, saying the Administration has added millions to the jobless rolls and billions to the federal deficit.

CWA's Watts told delegates that the executive board of the 13,000-member Federation of Telephone Workers of Pennsylvania has voted to seek affiliation with CWA.

Delegates at the federation's convention, later this year, will vote on sending the affiliation issue to a membership referendum.

C. S. Zimmerman dies, former ILGWU leader

New York—Charles S. Zimmerman, a retired vice president of the Ladies' Garment Workers, died June 3 at St. Luke's Hospital. He was 86.

Zimmerman had also served as the general manager of the New York Joint Board of the Dress & Waistmakers' Union and of the Dressmakers' Joint Council, which represents 80,000 ILGWU members.

He had been a vice president of the union from 1933 until his retirement in 1972, when he was elected co-chairman of the Social Democrats, USA.

In a message to Zimmerman's wife Rose, AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue said, "Sasha wrote a bright chapter in the history of the American labor movement. His energy, integrity and passion for justice helped make the ILGWU a mighty force for human brotherhood and progress and helped make his city and the world a better place to live. His example and his hopeful, constructive spirit will continue to guide those who carry on his work for a long time to come."

Regional conferences focus on political impact

Continued from Page 1

of state delegations to national political conventions, and he noted that "only a united labor movement can win for the workers of this country the political voice to which they are entitled."

The AFL-CIO's affiliates will seek to unite behind a presidential nominee at the federation's general board meeting in December, Kirkland noted.

"That means that the full resources of this federation, its national and state COPE committees and its state and local central bodies will be committed, for the first time, to support a candidate before the preference primaries and party caucuses and convention."

To support that effort, unions will be rebuilding and strengthening political action funds, Kirkland said. But he pointed out that "in the final analysis it is not our money that will spell success for our candidates. It is our people—our volunteers, our organization, our machinery."

The early endorsement strategy has drawn some criticism, Kirkland noted.

"As I understand this point of view," he said, "the candidates are urged to pay scant attention to such elements in our society as working people, women minorities, the elderly and youth. These groups are defined as 'special interests.'

"Of course, if you exclude these groups from the voting public and then extract all others that happen to be Republican, you leave only a rather small segment of society to run the country.

"All that is left is the middle-aged, Southern WASP. That must mean me."

Kirkland agreed there is "an element of risk" in any departure from past practice, but he cited an old motto, "A ship in harbor is safe, but that is not what ships are for."

Call for action

"That's not what our movement was built for either. We cannot dock in the safe harbor of old and comfortable ways. With 12 million Americans out of work and our industrial base eroding, the stakes are much too high for business as usual," Kirkland said.

With the Administration's claims of an economic "recovery" offering little relief from high unemployment, the labor movement must act to win "a new economic policy based on fairness and a decent respect for the role of working people in charting the course of our nation for the remainder of this century," Kirkland said.

In rallies that closed each conference, Donahue stressed that the message of the regional meetings had been that "all of us, back home at our own work, are going to do everything that's humanly possible to form a 'more perfect union' and to work unstintingly with all of our brothers and sisters toward that end."

Organized labor has renewed its pledge "to unity and solidarity—in politics, in community affairs and in everything we do," Donahue said.

That spirit of unity is demonstrated in organizing and bargaining, in labor's commitment to civil and human rights, including the Equal Rights Amendment and in the fight against discrimination of all types, he said.

And he stressed that labor's unity includes its pledge "to put an end once and for all" to the double-breasted contractor and the union-busting consultant, and "to be ever-mindful of those thrown out of work in this, the worst recession since the 1930s."

Labor will "do all that is in our power to protect and cushion our unemployed brothers and sisters," Donahue said.

He underscored the need for "securing labor's rightful place in the political process," and said that organized labor is not and "will not tolerate being called a 'special interest.' "

In the forefront

Labor's record includes achievements in job-related issues, Donahue said, but it also includes "being on the front lines" in battles for decent health care, a clean environment, civil rights and voting rights, consumer protection, energy price controls, and education and fighting against attempts to gut human programs in the federal budget.

"It is a record to be proud of and a program to pursue vigorously in 1984 and beyond," Donahue concluded.

Other regional conferences this year were held in Myrtle Beach, S.C.; Albuquerque, N.Mex.; Los Angeles; St. Paul, Minn., and Niagara Falls, N.Y.

EDITORIALS

Cure for the Jitters

THERE IS no honest way to describe a $700 tax cut as a tax increase. But then, this isn't the first time that President Reagan and his White House staff have polluted the language with Alice in Wonderland definitions.

Unfortunately, some members of Congress who should know better get political jitters for fear that a vote for fiscal responsibility would get them branded back home as advocates of higher taxes.

That's utter nonsense, of course.

Members of Congress are certainly aware that every one of their constituents with an income high enough to be taxed will pay less in income taxes, starting next month, whether or not the $700 tax cap that labor supports is enacted.

CAN ANYONE honestly claim injustice if the taxpayer with the six-digit income pockets only $700 in additional tax reductions?

It was, after all, the wealthiest in our society who gobbled up the lion's share of the first two years of the Reagan tax reductions. And in nearly every case, they profited additionally from the other loopholes that were cut into our tax structure.

There are millions of Americans who will get no tax savings because they have no jobs, and there is legislation the AFL-CIO supports that would provide assistance for those who can't work and employment opportunity for those who can't find jobs.

The $20 billion over three years that the $700 ceiling would bring in would help pay the cost of these most urgently needed programs.

On an honest balance scale, can the nation's needs be accorded less weight than an additional windfall for those who have already so much?

There is an admitted need to bolster America's defenses, and it is to the Administration's shame that it has endangered public support for these measures by rejecting even a modest cap on tax cuts and advocating instead further slashes in the already battered social programs.

THE AFL-CIO has advocated and continues to advocate a special defense surtax so that the dollars needed for a strong America won't be taken from the dollars needed for a compassionate America.

Perhaps it should be called "revenue enhancement" to make it more palatable to this Administration.

And, yes, there is a need to exercise some restraint on the growth of budget deficits—especially after the economy picks up momentum.

Can there be anything more blatantly hypocritical than a President who beats the drums for a constitutional amendment to compel a balanced federal budget while threatening to veto a bill that would modestly lower the enormous budget deficit his economic policies have produced?

LET THERE be no illusions. The modest ceiling on tax windfalls that the Democratic leadership in Congress is supporting will not provide the revenue needed to meet the nation's domestic and world concerns, and it certainly won't wipe out the $200-billion budget deficit projected by the President.

There are major tax reforms that can and should be enacted, if for no other reason than to restore fairness to a tax structure that tilts so strongly to special privilege.

But it is precisely because this is such a modest step that the timidity of so many members of Congress becomes so difficult to understand.

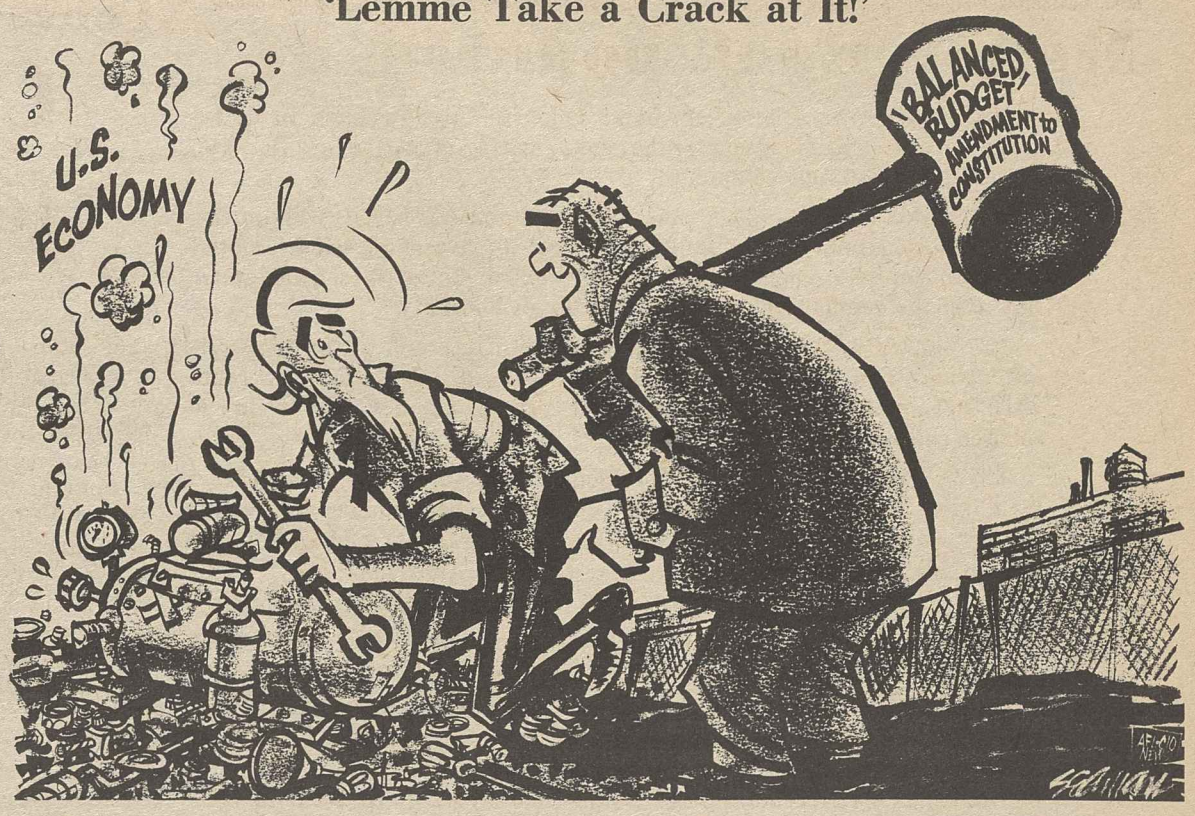
Surely the voters did not send them to Washington last November to quake at a President's frown.

Lane Kirkland often quotes from the ship captain's motto he keeps in his office:

"A ship in harbor is safe, but that is not what ships are for."

Members of Congress please copy.

'Lemme Take a Crack at It!'



Washington Window

Reagan's rhetoric snarls goals of public education

By Press Associates, Inc.

The irony of the current debate over the future direction of education in the United States is that it involves short-term memory.

Wasn't it just two and a half years ago that the nation elected a President who capitalized on the so-called tax revolt in his bid for the office?

During that "revolt" which got wide play in the media but actually was limited to a few areas of the country, citizens voted to slash their state and local taxes, usually property taxes. One of the consequences of those decisions was the widespread layoff of teachers because state and local property taxes most often form the basis for financing public schools.

Even though public education traditionally has been largely paid for and controlled by local taxpayers, President Reagan is now using school commencements and radio speeches to blame the federal government for current problems in education.

In an April radio speech, Reagan said "federal spending increased seventeen-fold during the same 20 years that marked such a dramatic decline in quality" of education recently drawn to public attention by the National Commission on Excellence in Education.

Salt for the wound

Reagan stepped up his call for tuition tax credits, tax-free interest in education savings accounts, vouchers for the disadvantaged and billion-dollar cuts in federal aid to education.

The danger of Reagan's attacks on public education and teachers is that they muddle the facts, and stray from the recommendations of the national commission and other groups.

The commission's report included the dire warning that the "education foundations of our society are presently being eroded by a rising tide of mediocrity that threatens our very future as a nation and a people. What was unimaginable a generation ago has begun to occur" as other nations match and surpass America's achievements.

Possible solutions to the crisis recommended by the commission include tougher curriculum requirements in math, science, English, social studies and computer science, upgraded and updated textbooks, more homework and improved training and "competitive" salaries for teachers.

Although the commission did not specifically say who would finance these reforms, which obviously must involve increased spending, it did urge local, state and federal levels to assist.

Shirking responsibility

Apparently forgetting the "tax revolt" and ignoring the commission's recommendation, Education Secretary Terrel H. Bell recently suggested that states can use the 10-percent federal income tax cut scheduled for July to "fill the void" in funding the reforms.

Reagan's attacks on public education and teacher seniority systems, in the view of some observers, is laying the foundation for a 1984 campaign issue to draw attention away from his recession.

As American Federation of Teachers President Albert Shanker recently pointed out, Reagan's comments serve only to further undermine already low teacher morale. Reagan should "cease with the rambling rhetoric and calls for tuition tax credits and vouchers and get on with the job at hand—making America's education system better," Shanker said.

The AFT has publicly welcomed the current enthusiasm for education reform and expressed a complete willingness to work cooperatively with government, business and the nation's citizens to improve the quality of U.S. education.

It would be tragic if the nation's top elected leaders were allowed to derail the developing momentum for education reform.

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Vol. 28, No. 23 SATURDAY, JUNE 11, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
American Federation of Labor and Congress of Industrial Organizations

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MEMO FROM COPE

A Tale of Two Pities

Pity No. 1

It's a Pity Reagan Acts Pulpit Bully In 'Bully Pulpit'

Sooner or later, all Presidents clash with Congress, then try to make political hay out of the hassle. Harry Truman got re-elected in 1948 lambasting the "Do-Nothing Republican Congress."

Now, Ronald Reagan belabors the current "Credit Card Congress," as he calls it, and blames it for what is clearly in his lap, a big, fat budget deficit.

The difference between Truman and Reagan is Truman had his facts straight. It *was* basically a "Do-Nothing Republican Congress" he had to deal with. Reagan, on the other hand, has dealt with a quite-cooperative Congress which handed him everything he wanted in 1981-82 and even now seeks only moderate changes in his proposals.

The Congress is doing more than Reagan is to wrestle with Reagan's deficits—which are expected to crash through the $200 million barrier in fiscal year 1984, which is to the budget what the four-minute mile was to track and field.

Congress is working. Reagan is carping. Theodore Roosevelt called the presidency a "bully pulpit," meaning it's a great platform to use to reach the public. Reagan is turning the phrase around, verging on becoming a pulpit bully. He uses the platform to whomp Congress upside its head and to misrepresent and rewrite history in a manner that would do the Soviet Propaganda Ministry proud.

Recently, *Washington Post* columnist David Broder showed to just what extent Reagan is twisting fact to distance himself from the deficits arising under his Administration, which promised to balance the budget by this coming fiscal year. Following are excerpts from Broder's column:

"In denouncing both the process and the product of the House and Senate efforts to write a budget, Reagan has resolutely disowned responsibility for the unprecedented $200-billion-a-year deficits that loom ahead as far as the eye can see. He has made it clear that he will follow through on those denunciations by vetoing specific revenue and appropriations bills if Congress, as expected, insists on attacking those deficits by trimming back both Reagan's tax cuts and his defense spending. . . . He has said repeatedly that the source of the deficits is runaway domestic spending, not the combination of tax cuts and defense increases. That is false.

"The nonpartisan Congressional Budget Office analysis used during last week's Senate budget debate shows this: In fiscal years 1982 through 1984, congressional policy actions have added $43 billion to the deficit as a result of defense increases; they have added $199 billion through tax reductions. And they have reduced the deficits by $145 billion by non-defense cuts.

"In his televised press conference last week, Reagan said the budget he had submitted for fiscal 1984 'was the 1983 budget, the present budget, plus 4 percent across the board for domestic spending.' Since 'we have inflation down to less than 4 percent . . . if we had adopted that budget we would be having a real increase, over and above inflation, of the '83 spending,' Reagan said, 'and I don't think we've done badly in '83.'

"That description is false. As the non-partisan National Journal described the Reagan budget in February, it 'proposes to hold spending growth to 5.4 percent—a level equal to the expected rate of inflation,' but not by an across-the-board freeze. 'Military outlays would increase by $30.5 billion over 1983, a 14.2 percent gain. . . . The remainder of the budget loses ground not only to inflation but in absolute terms as well . . .'

"If the President persists in playing the injured innocent in the budget battle and distorting what Congress has done, he can only find himself in increasing conflict with members of his own party in Congress . . .

"That raises some interesting questions about how far Reagan is prepared to go with his argument that everyone is out of step but Ronnie.

"In short, will Reagan pursue his reckless strategy no matter what it costs his party, his country and his own credibility."

Pity No. 2

It's a Pity 26 Wasn't 36 . . . it Might Have Been

The chart below shows that the 26-seat U.S. House gain for pro-jobs, pro-people candidates in November 1982 elections wasn't nearly as big a pickup as it might have been. In fact, 26—though not bad—was low-yield given the widespread voter dissatisfaction at the time with Reaganomics and rampant unemployment. What was there for the taking were perhaps 35-40 seats.

What limited the gain? The chart shows quite clearly at least one factor was money—perhaps the dominant factor.

The top part lists funding for U.S. House candidates in races in which the 1982 winner received less than 55 percent of the total vote or which were considered marginal by the political parties going into the election.

It shows that whereas *incumbents* of both parties were virtually neck-and-neck in funding, in the key match-ups supporters of Democratic *challengers* simply couldn't get enough money together to topple as many GOP incumbents as were beatable.

Sixty-six non-incumbent Democrats in marginal contests averaged $272,000 in total receipts and party expenditures in their behalf.

But the 53 GOP incumbents in marginal situations averaged $458,000, an advantage of $186,000 over their challengers. That can buy a powerful lot of TV/radio time, newspaper space, printed matter, staff help, polling etc. in a congressional district. Only 10 years ago, $186,000 was more than a House candidate's total campaign fund.

(On the other side of the coin—though it did them little good in terms of winning seats—GOP challengers in districts considered marginal trailed the Democratic incumbents by only $52,000—$454,000 to $402,000. Their take was $130,000 more than Democratic non-incumbents.)

Note, too, that while the spread in political action committee (PAC) giving in these contests was negligible, the difference in *party* spending was anything but. Democratic Party committees could scrape up only $13,000 on the average to help protect their marginal incumbents and $11,000 to gain seats with non-incumbents. GOP committees, meanwhile, went 4-1 up on them with $51,000 for Republican incumbents, and 5-1 with $57,000 for GOP challengers.

Another point: Wealthy individual contributors accounted for exactly twice as much money for GOP marginal incumbents as for Democratic challengers. GOP incumbents averaged a take of $114,000 in contributions of more than $200, their Democratic challengers $57,000. At the same time, over-$200 contributions to GOP challengers virtually matched those to Democratic incumbents.

The lower part covers all House races—including those in the first part—won by less than 60 percent of the vote. It merely confirms the figures above, showing the financial spreads are similar, with funding for Democratic challengers trailing by $166,000 the campaign war-chests their GOP incumbent opponents had, while GOP challengers were within striking range of incumbent Democrats they ran against.

Ferment, but Change Unlikely, in Vote Laws

It's not likely a Senate controlled by Republicans will let a House controlled by Democrats produce any changes this year or next in election laws as they affect political committees (PACs), or vice versa. Nevertheless, there's a lot of action swirling about the PAC matter these days, anyway.

A proposal was introduced by Reps. Dave Obey (D-Wis.) and Jim Leach (R-Iowa) that blends moderate limitations on spending in a general election, on PAC funding of candidates, and on an individual's use of personal and/or family funds, with a slight dip of the toe into public financing.

Similar legislation was passed by the House several summers back. Even though it applied only to House candidates, it required Senate approval as well. Normally, such an okay is pro forma. However, the legislation was held hostage by threat of a Senate filibuster by right-wingers and died.

The new proposal also applies to House races only. It would put a $90,000 lid on the aggregate amount a candidate could accept from PACs, and limit to $200,000 candidate spending in a general election. Also, it calls for a $20,000 ceiling on personal and family money a candidate can spend (in 1982, one Senate hopeful blew more than $5 million on his own race).

The public financing aspect sets up matching provisions for individual contributions of $100 or less, with $100,000 the outer limit of matching funds.

Finally, the Obey-Leach measure provides some redress for candidates attacked in "independent expenditures" campaigns. If such campaigns exceed $5,000, the target candidate would qualify for free radio or TV time to respond, or for more public funds.

A competing proposal is being pushed by Republican leaders. They'd increase the limits on political party contributions to their candidates to $15,000 for the House and $30,000 for the Senate, and make the sky the limit on in-kind help.

Yet another plan would encourage more average-income individuals to contribute to House and Senate candidates by boosting the tax credit to 100 percent up to a $50 donation ($100 on a joint return).

1982 House Races Won by Less Than 55% and Pre-Election Marginals

	Indiv. Conts. Under $200	Indiv. Conts. Over $200	Party Conts. and In-Kind	PAC Conts.	Other	Total
Dem. Incumb. (26)	$125,000	$113,000	$ 13,000	$172,000	$ 31,000	$454,000
Rep. Incumb. (53)	$115,000	$114,000	$51,000	$159,000	$ 19,000	$458,000
Dem. Non-Incumb. (66)	$ 67,000	$ 57,000	$ 11,000	$ 91,000	$ 46,000	$272,000
Rep. Non-Incumb. (39)	$ 84,000	$105,000	$ 57,000	$107,000	$ 49,000	$402,000
All Races Won by Less Than 60%						
Dem. Incumb. (39)	$124,000	$113,000	$ 9,000	$160,000	$ 30,000	$436,000
Rep. Incumb. (82)	$108,000	$104,000	$ 41,000	$140,000	$ 16,000	$409,000
Dem. Non-Incumb. (108)	$ 52,000	$ 52,000	$ 9,000	$ 70,000	$ 60,000	$243,000
Rep. Non-Incumb. (66)	$ 76,000	$106,000	$ 50,000	$ 88,000	$ 60,000	$380,000

NLRB chief defends his anti-union prejudices

By David L. Perlman

National Labor Relations Board Chairman Donald L. Dotson told a skeptical House subcommittee that he doesn't think his virulently anti-union views should cause anyone to doubt his fairness in enforcing federal labor law.

Dotson acknowledged that he still believes what he wrote in a letter published in the August 1980 issue of the American Bar Association Journal—that "collective bargaining frequently means labor monopoly, the destruction of individual freedom."

In the same letter, Dotson described strikes as "a concerted effort employing violence, intimidation and political intervention to prevent people who want to work from working." and as for the agency he now heads, Dotson complained that the NLRB's "selective enforcement and perversion of the labor statutes" has turned the agency into "an organizing arm for unions."

Rep. William Clay (D-Mo.), chairman of the Subcommittee on Labor-Management Relations, told Dotson he didn't see "how anyone holding those views could render an unbiased decision" on cases coming before the NLRB. But Dotson disagreed. "I think they could," he insisted.

Clay also asked Dotson about an earlier letter he had written to another labor journal, Juris Doctor. In it, Dotson linked "unionized labor relations to the decline and failure of once healthy industries."

He suggested that anyone who wants information about how unions "take advantage of legal technicalities" to keep from getting decertified should write to the J. P. Stevens Employees Educational Committee in Roanoke Rapids, N.C. That's the group of "loyal employees" that used employer-contributed funds for an unsuccessful effort to decertify the Clothing & Textile Workers.

Dotson's refusal to recant his views about unions was matched by his defense of NLRB Solicitor Hugh Reilly, who had continued as attorney of record in a case funded by the National Right to Work Legal Defense Foundation while working for Dotson at the Labor Dept. When Dotson was named NLRB chairman, he brought Reilly to the NLRB as solicitor.

Despite Reilly's close association with the "right-to-work" organization, which specializes in funding lawsuits against unions, Dotson said he considers him "fair-minded and objective."

The subcommittee hearings were prompt-

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AFL-CIO news

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SATURDAY
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LEGISLATIVE ALERT!

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Australian visitors

Prime Minister Robert Hawke of Australia and his wife Hazel chat with Sec. of State George P. Schultz and AFL-CIO President Lane Kirkland and his wife Irena at a dinner honoring the Australian leader at federation headquarters. Formerly president of the Australian Council of Trade Unions, Hawke recently attended an International Labor Organization conference in Geneva where he spoke out for workers' rights. (Story, Page 4.) He reiterated his position at the dinner, expressing hope that basic rights would soon return to Polish workers.

Federal coverage pressed to protect job disease victims

America's unions testified in strong support of a federally administered compensation system for victims of asbestos-induced cancer and other occupational diseases that claim an estimated 100,000 lives each year.

House hearings centered on a bill by Rep. George Miller (D-Calif.) that seeks to fill the coverage gap left by state workers' compensation laws designed to deal with easily defined industrial accidents.

Kenneth Young, executive assistant to AFL-CIO President Lane Kirkland, testified to the federation's "basic support" of the Miller bill. But he and other witnesses urged strengthening amendments and contended that disease victims should retain a limited right to sue manufacturers or employers who deliberately conceal information about on-the-job health hazards.

Testifying with Young were President Robert A. Georgine of the Building & Construction Trades Dept., and Electrical, Radio & Machine Workers President William H. Bywater, who appeared for the Industrial Union Dept.

Labor unity

"We are here together to symbolize the unity of the labor movement on this issue," Young told the House Subcommittee on Labor Standards.

The bill introduced by Miller, the subcommittee chairman, would initially cover disabling and fatal illnesses caused by exposure to asbestos fiber—an especially troubling problem in terms of conventional workers' compensation programs because of the long latency period. It is often 20 or more years from on-the-job exposure to asbestos fibers to the emergence of the disabling and often deadly ailments associated with it.

These include mesothelioma, a malignant tumor near the lungs that is almost exclusively a hazard of asbestos exposure, and the respiratory impairment known as asbestosis, which restricts breathing and leaves victims open to viral infections. It also includes lung cancer, which occurs so much more often among people who have worked with asbestos than among

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Court strengthens bar against punitive firings

The Supreme Court ruled against employers in separate cases involving protected union organizing activities under the National Labor Relations Act and workers' rights to collect compensation because of employer negligence.

In a 9-0 decision, the court settled a longstanding labor law dispute over what proof employers must establish in so-called mixed motive cases to defend themselves successfully against accusations that they illegally fired workers for supporting a union.

The case involved a school bus driver, Sam Santillo, who charged the Transportation Management Co. of Massachusetts fired him because of his union organizing activities. The company, which operates buses in a number of Massachusetts communities, discharged him in 1979 for "leaving his keys in the bus and taking unauthorized breaks."

A spark plug in a Teamsters' organizing campaign, Santillo had signed a card designating the union as his bargaining representative and was involved in getting other workers signed up. An administrative law judge for the NLRB found that the company had discriminated against Santillo

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Rail unions offer $2-billion plan to buy Conrail

Employees of the Consolidated Rail Corp., the northeastern freight railroad, offered to buy the property from the federal government for $500 million in cash and other considerations valued at $1.5 billion.

The offer, transmitted to the Transportation Dept. by the Railway Labor Executives' Association, follows an overwhelming vote last November by Conrail's unionized employees to initiate the transaction.

RLEA is an umbrella organization of labor executives representing Conrail workers from 16 unions. RLEA Chairman Fred A. Hardin, announcing the bid to

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The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

6/18/83

'Upbeat' trend cited

Climate for organizing improves

By Susan Dunlop

The outlook for union organizing in the 1980s is upbeat, AFL-CIO Organization & Field Services Director Alan Kistler said.

In spite of the Reagan Recession and the toll it has taken on workers, their employers and their communities "there is aggressive organizing going on out there," he asserted.

Information from the Labor Dept. and the AFL-CIO's observations shows that the recession clearly slowed the tempo of organizing activity in 1981 and 1982, Kistler noted. But he pointed out that organizing directors at the federation's National Organizing Committee meeting in February "reported increasing activity, and their calls were not of despair, but for help with active campaigns" in both the private and the public sector.

He said that the current economic conditions—and the steps unions have taken to prevent or ease the hardship on workers—create interest in unions among the unorganized.

Key issues surfacing in many campaigns today include job security and protection against arbitrary management decisions, Kistler pointed out, adding that workers are also saying they are interested in the less tangible but important issue of "dignity on the job."

As the recession hit, he observed, organizing slowed, partly because workers were afraid to "do anything that they thought might jeopardize their jobs, but now the trend is turning and workers are seeing the value of unions even in adverse conditions."

He cited plant closings or layoffs "where without a union there would be nobody

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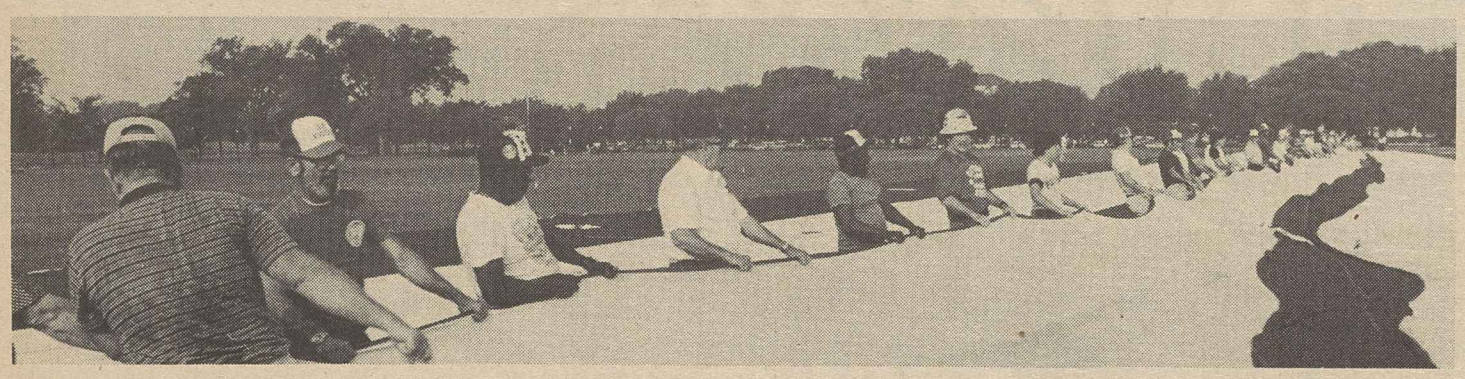

Unfurling Old Glory

A hundred volunteers from AFL-CIO Building & Construction Trades unions, most of whom are unemployed, unfurled "The Great American Flag" on June 14 in Washington. Large enough to cover two football fields and weighing seven tons, the flag was donated to the U.S. government at Flag Day ceremonies where AFL-CIO Vice President John H. Lyons and Len Silverfine, two of the main figures in the flag's creation, said that it "represents the workers of America." It was funded by contributions from unions, industry and individuals.

Court rulings back workers on job rights

Continued from Page 1

for his union activities and the board upheld the judge. But 1st U.S. Circuit Court of Appeals found for the employer.

The AFL-CIO filed a friend-of-the court brief in behalf of the Teamsters.

On appeal, the Supreme Court reversed the appellate court and said the NLRB was right in interpreting federal labor law as placing the burden of proof on employers.

At issue was the question of who—the employer or the federal government representing a fired employee—must establish whether a worker was fired improperly for union activities or whether he was dismissed for legitimate business reasons.

Proof needed

The NLRB had said the firm could have avoided an unfair practice charge only if it proved that it would have discharged a worker even if the employee had not engaged in protected activities.

"The board's allocation of the burden of proof is clearly reasonable," Justice Byron R. White wrote for the court.

"The employer is a wrongdoer: he has acted out of a motive that is declared illegitimate by the statute. It is fair that he bear the risk that the influence of legal and illegal motives cannot be separated."

In another unanimous decision, the court ruled that injured longshoremen are entitled to collect damages for negligence by shipowners who employ them, even if they already have received workers' compensation payments.

At the same time, the court said that inflation may be considered by federal judges in determining the size of negligence awards to injured dockworkers.

Lower court action

Justice John P. Stevens, however, said in his opinion for the court that it was up to the lower courts to determine in each case the manner in which inflation should be handled.

Stevens added that Congress is free to pass legislation that would establish a system for calculating inflation in negligence awards.

The owner of the vessel, Jones & Laughlin Steel Corp.—which also was Pfeifer's employer—was ordered to pay $275,881 in damages for negligence. Pfeifer slipped and fell on snow and ice that had gathered in the gunwales of the barge.

IUE ends strike at Whirlpool with four-year accord

Evansville, Ind.—Members of Electrical, Radio & Machine Workers Local 808 voted 2,268 to 1,131 to ratify a new four-year contract at Whirlpool Corp., ending a 15½-week strike at two plants.

The workers won improvements in wages and benefits, staving off a number of concessions the company wanted. The contract runs until Feb. 17, 1987.

Local 808 members went on strike at the expiration of the previous agreement. The major issues were employer proposals to change the cost-of-living formula, reduce shift pay, restrict vacations, increase deductibles for retiree health insurance and to institute continuous shift operations.

The IUE made a number of gains over the old contract offer that members voted down in February before the start of the 109-day strike.

IUE President William H. Bywater commended the local members and officers for courageous stand against a company which made record profits in 1982.

Wage gains

The settlement, covering 4,200 active and 1,200 laid-off workers, provides wage increases of 16 cents hourly in each of the first three years and 20 cents an hour the last year. Skills equity adjustments will be given each year, with the total being 45 cents hourly by the end of the agreement.

COL adjustments previously made quarterly, will be made semi-annually with a 12-cent cap for each period, and a 16-cent cap for the adjustments in 1986. Total COLA could be 92 cents hourly. The first 3 cents of COLA in the first year will be diverted to help pay for pension improvements.

Similarly, the dental plan was made optional, with 3 cents per hour diverted to the pension fund in the first year of the contract.

The pension benefit factor, the amount multiplied by years of service to determine an individual's monthly benefit, will be increased from $10 under the old contract, to $15 by the end of this agreement.

Court slaps Donovan denial of Trade Act job training

A federal judge has given Labor Sec. Raymond Donovan 25 days to come up with a plan to provide retraining opportunities to displaced Auto Workers who were denied them in fiscal year 1982, and criticized Donovan's handling of funds authorized by Congress for that purpose.

Workers in the auto industry who lost their jobs due to increased imports were certified by the Labor Dept. as eligible for trade adjustment assistance (TAA) benefits under the Trade Act of 1974.

Donovan's refusal to pay for the authorized training programs was assailed by Judge June L. Green of the U.S. District Court of the District of Columbia. She said the cutoff of funds to states administering the program put them "in the unconscionable position of telling workers that the Secretary would pay for approved training programs without advising them that he had not allocated funds available to implement them."

Congress had authorized $25 million for fiscal 1982 for TAA as a supplement to other accounts that could be spent in retraining workers. Donovan, however, did not approve any applications of the displaced workers until four months into the fiscal year. He limited the TAA spending to $25 million, although other funds were available.

Unused funds

At the end of fiscal year 1982, Donovan returned $89 million to the Treasury, which he conceded could have been used for approved TAA training.

UAW President Owen Bieber said, "We hail this decision as a vindication of our longstanding contention that this Administration has deliberately sabotaged the training provisions of the Trade Act. Judge Green's decision flatly contradicts the President's repeated claims that his Administration is concerned about retraining workers."

Judge Green noted in her ruling that despite cutbacks in the weekly unemployment benefits portion of TAA in October 1981, Congress clearly intended to continue and strengthen the training component.

The UAW had 650,000 members certified for such training benefits and upward of 200,000 of those could have made use of the training during the industry's highest unemployment period in 1982.

The case is one of three Trade Act lawsuits the UAW has filed. In February, Judge Harold Greene of the same court issued an injunction against Donovan's attempt to collect overpayments from TAA recipients who unknowingly accepted the extra benefits. Judge June Green is expected to rule soon on a suit challenging Donovan's refusal to count non-regular weeks of wages—vacation pay, grievance pay, sickness and accident pay—toward satisfying the 26-week rule under which a worker qualifies for TAA unemployment benefits.

Full staffing called essential to state job safety programs

The AFL-CIO has asked Congress not to weaken enforcement of the Occupational Safety & Health Act by allowing the Labor Dept. to turn over its jurisdiction to states with inadequate programs.

At issue is continued compliance with a 1978 court order that stemmed from a suit brought by the AFL-CIO to prevent premature abandonment of the federal inspection program.

Assistant Sec. of Labor Thorne Auchter, who heads OSHA, had complained to the House Safety & Health subcommittee that the "benchmarks" for state programs established in compliance with the court order are too stringent and have kept OSHA from granting final approval to 24 currently operating state plans. Auchter said the number of state inspectors required to meet the benchmark requirements is unrealistically high.

Attorney George H. Cohen, testifying for the AFL-CIO, said the Administration wants to return to a system under which an inadequate federal enforcement effort would become justification for approving comparably inadequate state programs on the argument that the law requires only that state programs be "at least as effective" as the federal program.

That's what the AFL-CIO suit disproved, Cohen stressed. The court ruling was that state plans had to have the capability of achieving the intent of the federal law that so far as possible every worker be assured of "safe and healthful" conditions on the job.

Margaret Seminario, the AFL-CIO's health and safety specialist, and Steelworkers Legislative Director Jack Sheehan joined Cohen in the testimony.

The Labor Dept. set staffing goals for the 24 states and jurisdictions involved based on such factors as the number of establishments and work sites, the prevalence of hazardous industries and the estimated inspection workload. Under the plan, promulgated in 1980, states would get final approval if they made a commitment to achieve the staffing and funding goals within five years.

Instead, the AFL-CIO testimony noted, the present Administration has sought to grant final approval for state plans that actually provide fewer inspections than in 1969, the year before the federal Occupational Safety & Health Act was passed. But the federal law was enacted, the AFL-CIO stressed, because the states weren't doing an adequate job.

At House hearings

NLRB chief defends anti-union prejudices

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ed by the decision of the NLRB majority to give Reilly's office authority over enforcement actions taken by the NLRB general counsel, an independent office that supervises all NLRB lawyers except those on the solicitor's staff and the personal legal aides of NLRB members.

Dotson said he hadn't discussed the proposed shift in authority with General Counsel William Lubbers, who was appointed to the post in the Carter Administration, because "I didn't think it would be useful."

He denied that he had cleared the change with anyone in the Reagan Administration and said he was speaking only in general terms when he told the other NLRB members that he has been "assured . . . that if someone wants to take us on about it, that we'll have the full resources of the Administration behind us in defending this position."

Democratic members of the subcommittee expressed incredulity at Dotson's disclaimers while Republican members present praised his management skills.

Disparaging words

Dotson, who at one time had been an NLRB lawyer, had represented employers in labor relations cases before his appointment as Assistant Secretary of Labor early in the Reagan Administration. A transcript of the NLRB meeting that discussed taking powers away from the general counsel was replete with his disparaging remarks about the labor board's attorneys.

As a management lawyer dealing with the NLRB, Dotson said, he had "witnessed some of the sleaziest tactics I have ever seen" from attorneys in the NLRB's enforcement division.

The four other NLRB members were present for the hearings and were asked about Dotson's assertion that other board members had complained to him that attorneys under Lubbers had misrepresented the NLRB position to appellate courts. When questioned, all denied having made any such statements to Dotson.

Orchestrated praise

Dotson was not entirely without defenders. Clay said the committee had received several hundred identically worded letters from North Carolina and South Carolina in praise of the NLRB chairman. And the Center on National Labor Policy. Inc., distributed at the hearing a statement warmly praising Dotson for "protecting the rights of American workers" against the AFL-CIO and other "special interest" groups.

The statement was signed by the organization's executive director, Steve M. Antosh. His predecessor in the post was Baker Armstrong Smith, now a high-ranking official in the Dept. of Housing & Urban Development. He's been in the news this month as the person responsible for wholesale waiver of penalties against construction contractors found to have violated federal labor law.

Kirkland assails hanging of blacks in South Africa

The AFL-CIO strongly condemned the hanging of three black South Africans, members of the outlawed African National Congress, and called on the government of Prime Minister P. W. Botha to abandon its policy of apartheid.

The June 9 executions were "in contravention of elementary humanitarian considerations and in defiance of worldwide appeals for clemency to spare their lives," Federation President Lane Kirkland said in a cable to Botha.

"Such a cruel action can only escalate the level of violence and distruction in your country," Kirkland said.

"Once more we urge your government to dedicate itself to evolving peaceful changes where South Africans of all races can live in harmony."

Three other young blacks from the ANC, arrested along with those executed last week, were spared after an international campaign was launched for clemency. The six had been charged and convicted of treason in the aftermath of a bombing campaign against government buildings.

RLEA task force headed by Chairman Fred Hardin, center, briefs reporters on a proposal for the purchase of the government-owned Conrail.

Railroad unions outline plan to buy Conrail for $2 billion

Continued from Page 1

buy Conrail at a Washington news conference, stressed that the proposal was on behalf of both union and non-union workers. Conrail employs about 40,000 workers, all but 5,000 of them members of unions.

The government is under congressional mandate to sell Conrail, a 15-state, 15,000-mile railroad put together in 1976 from the remnants of the Penn Central and six lesser lines. While it has suffered losses most of the time, it posted modest profits for 1981 and 1982. Two weeks ago, the U.S. Railway Association, the government corporation that monitors Conrail operations, predicted the line would be profitable over the next five years.

Under a recent law, the line cannot be sold piecemeal as long as it remains profitable.

The plan unveiled by the RLEA envisages that an employee-owned Conrail would sell stock to the public, which would end up owning 20 to 30 percent of the railroad.

The transaction would be financed by traditional banking institutions. The RLEA announced in April that the Chase Manhattan Bank had agreed to help raise the $500 million.

The unions would also waive tax benefits stemming from past Conrail losses that they said would give the Treasury more than $1.2 billion in revenues. In addition, RLEA said that Conrail employees would agree to extend to 1987 wage deferrals initially made in 1981 for three years. These concessions already total $280 million.

Hardin said the wage deferral extension would not be available if Conrail were sold to a buyer other than the employees' group.

Three-fold purpose

Hardin said the workers are interested in buying the line to save jobs, continue freight service in the Northeast, and to protect current employees.

"An acquisition by Conrail's employees will best assure productivity improvements and operating cost cushions necessary for the company's long-term viability," he said. "Conrail's employees have the greatest long-term interest in its operations and in continuing rail service."

Without a worker takeover of the railroad, RLEA observed, the line "is likely to be acquired by speculators, other railroads, or others who are apt to reduce service, divert traffic, 'cherry-pick' the assets, and terminate a significant number of employees.

"Conrail's employees constitute the only available acquirer with the ability to assure financial self-sufficiency," RLEA said. "Only they can provide additional resources and reserves sufficient to meet earnings and capital shortfalls of the magnitude that might threaten viability."

Under the plan, a majority of Conrail stock would be held by the employees individually and by their profit-sharing plans, with the details of these arrangements still under discussion.

Worker role

Although the workers would own Conrail, they would not manage it, RLEA stressed.

"It should be understood clearly and unequivocally that our program will not result in a labor union role in the ownership or management of Conrail," Hardin said. He said the new carrier would have a group of "professional railroad men" both running the rail service and serving on its board of directors.

A final agreement between the government and the workers would require ratification by Conrail's workers.

Insurance Workers set merger vote

Las Vegas — The Insurance Workers convention approved a merger plan with the Food & Commercial Workers and called for an immediate membership referendum on the agreement.

IWIU's executive board unanimously endorsed the merger agreement prior to the convention. Merger committees of the two unions will meet June 21 to set up the referendum.

IWIU President Joseph Pollack said that if the IWIU members approve the agreement, the UFCW's executive board can "authorize and effectuate" merger under that union's constitution. Merger would become effective on the first day of the month following UFCW approval.

The IWIU has 16,000 members and UFCW has more than 1 million.

The structure of the IWIU will be maintained through establishment of a Professional, Insurance and Finance division in UFCW. Pollack would become associate director, while IWIU's secretary-treasurer and three vice presidents would serve as assistants, performing the same functions they do now.

After merger, the associate director's salary would be $44,500. The former secretary-treasurer's salary would be $38,000 and the vice presidents would get $35,100. Prior to the convention, the salaries were $30,000 for president, $27,000 for secretary-treasurer and $26,000 for vice presidents. The 226 delegates also approved a resolution boosting the salaries 10 percent, if merger does not take place.

Pollack stressed that the IWIU will retain its identity in UFCW since its locals would have the same jurisdiction, and IWIU's current executive board would continue to function as the insurance employees advisory committee of the UFCW.

That committee would meet at least twice a year for the first two years, then at least once a year for the next two years and after that, meet upon the call of the UFCW president, who would also fill committee vacancies, after consultation with the associate director. If any vacancies occur among the former officers, the UFCW president will consult with the committee about successors from the insurance industry.

Dues for the insurance workers would remain at $11 per month for agents and $8.50 for clerical employees. The excess per capita over the amount other UFCW members pay would be used to pay for handling of grievances and arbitrations by insurance locals, which UFCW does not provide.

Pollack assured delegates that the UFCW is committed to organizing in the open shops and in organizing workers in companies where the union already represents the agents.

Pollack was re-elected IWIU president by acclamation and Everett Jewell, assistant comptroller of the union, was elected secretary-treasurer, replacing Nicholas Rongione who did not seek re-election. All three incumbent vice presidents were re-elected. New executive board members are Thomas McGovern, Everett Reese, Joe Yacko and C. P. Alfred.

The IWIU's newspaper, the Insurance Worker, will be discontinued upon merger, Pollack said.

Congress reminded on needs of poor

A House-Senate conference on a budget resolution that will set spending ceilings and revenue targets for Congress was urged by the AFL-CIO to remember that the recession is far from over for millions of unemployed Americans.

AFL-CIO Legislative Director Ray Denison asked conferees to include in the final version funding for such programs as health care for the unemployed, mortgage foreclosure relief, food assistance, extension of supplemental unemployment compensation, and public works jobs.

Denison's letter urged conferees not to let "faint improvements in the economic indicators" be used as an excuse to short-change programs for the jobless and the poor.

"Today there are fewer job-creation and humanitarian relief programs in place than in other recent recessions," he stressed. A smaller percentage of the unemployed is receiving jobless benefits than in the 1975 recession, and 90 percent of laid-off workers lose health care coverage, affecting 20 million individuals.

Public Affairs Institute issues new video bulletin

The Labor Institute of Public Affairs has issued the fourth in a series of Labor Video Bulletins. The edition features an update on the bulletin network, a story on the recently completed AFL-CIO regional Conferences and a report on plans for Solidarity Day III.

More information about the video bulletins is available from LIPA, 815 16th St., N.W., Room 406, Washington, D.C. 20006, (202) 637-5334.

'Upbeat' organizing outlook seen for the '80s

Continued from Page 1

speaking for the interests of the workers" on issues such as severance pay, benefits, or finding new jobs.

In many communities "the general perception of unions" is being improved by the labor movement's energetic efforts to prevent plant closings or to ease their impact, and "in some cases, unions have been the only coordinated voice for the community's overall interest, not just that of union members," Kistler stressed.

He cited signs of a strong resurgence in organizing activity among individual unions, in cooperative organizing projects around the country and in organizing coalitions formed by unions such as that between the Food & Commercial Workers and the Service Employees who have joined forces to organize Beverly Enterprises, Inc., nursing homes.

The AFL-CIO has cooperative programs in place in Houston, Los Angeles, Orlando, Fla.; Fort Smith, Ark.; Indianapolis, Cincinnati and San Juan, P.R.

The federation's Industrial Union Dept. also has cooperative organizing campaigns based in Atlanta, Charlotte, N.C., and Huntsville, Ala., and a joint project with the Coalition of Labor Union Women in a women's organizing project in the Baltimore-Washington area.

Kistler observed that the recession, which struck fast and hard in Houston, caused a slowdown in organizing in manufacturing, especially in oil-related industries. Organizing in the public sector, however, has kept up a steady pace despite several restrictive Texas laws, such as one requiring teachers' unions to re-sign all their members after the end of every school term.

Construction agreements

The recession also stifled commercial construction, although Houston continues to lead the nation in residential housing starts, he said. Building trades organizing through the year-old Houston project has been bolstered by the development of agreements to cover specialized kinds of construction. A utility agreement, already in place, recently helped a union contractor win a major water management project, and a residential construction agreement is also near completion.

Kistler said that since January, unions participating in the Los Angeles project already have posted 22 election wins and another 17 campaigns are in full swing.

IUD Sec.-Treas. Elmer Chatak shares the view that organizing activity is beginning to perk up. IUD's Atlanta co-op program, a little less than a year old, has posted 11 election wins, two losses, and an additional win that is being challenged by the company. Calls to the project, which had dropped off, have picked up noticeably, Chatak reported.

Kistler disagreed with some claims that union organizing efforts are in decline in the midwestern and eastern industrial states. While some industries have been hit hard, he said, other companies remain active with potential for organization."

Among them are so-called high-technology industries, concentrated in several areas of the country, "which we are looking at with interest," he said.

Kistler pointed out that the sectors of the economy where unions have been most aggressively and successively organizing and winning elections—public employment, service industries and "white collar" jobs—are also the fastest growing.

About 20 years ago, he noted, only about 11 percent of the public workforce was organized, and popular opinion held that these workers "just couldn't be organized" because government budgets influence wages and benefits, so there was no ground for bargaining, and because civil service rules offered all the necessary protection.

Today, about 55 percent of local, state and federal workers are union members, he stressed, largely because collective bargaining is seen by public employees as an effective tool and civil service regulations are perceived as inadequate to fully protect workers' jobs and rights. Kistler said public workers realize that by joining an AFL-CIO union, they became part of a united labor movement with legislative clout that helps determine how public budgets are designed and spent.

Union busters

In other trends, Kistler said he sees the use of anti-union management consultants increasing; they are now present in about 75 percent of organizing campaigns.

Chances of an election win are definitely lessened when a slick consultant is part of the picture, Kistler said, primarily because "so many violate the law, particularly in the use of illegal firings."

A number of companies are beginning to turn from using outside consultants to training their own in-house union-busters, but at the same time, unions are stepping up training to help organizers and workers counter their effects, Kistler noted.

Graphic Arts Union President Kenneth J. Brown, right, and Printing & Graphic Communications Union President Sol Fishko sign merger agreement.

Two printing unions approve final accord for July 1 merger

The Graphic Arts International Union and the International Printing & Graphic Communications Union will merge July 1 to form the Graphic Communications International Union with a membership of over 200,000.

Leaders of the two unions signed a merger agreement shortly after their memberships voted overwhelmingly in favor of the amalgamation. GAIU's members voted 43,872 to 10,286 in favor of merger and IP&GCU's members voted 49,627 to 13,474.

Under the merger document, GAIU President Kenneth J. Brown will become president of the new union and IP&GCU President Sol Fishko president emeritus. The new union will operate out of the GAIU headquarters building in Washington.

Brown and Fishko said the merger marks the beginning of a broadened horizon for workers in the fast-changing graphic communications industry.

"Now there will be a single union offering even better representation for workers than either one of us could have offered in the past," Brown said.

Fishko added that there was "every reason to merge, particularly with the onslaught of today's vast technological advances that require a strong dynamic union to properly represent the members."

Under the merger plan, a nine-year transition or "lock-up" period will facilitate the phased reduction of the merged union's general board from 43 positions on July 1 to 22 by 1993.

IP&GCU Sec.-Treas. Michael P. McNally will retain that position in the new union, while GAIU Sec.-Treas. James J. Norton will become financial and recording secretary. Eugene M. Boerner, GAIU executive vice president, will retain his position until his retirement, expected prior to the election of new officers in the spring of 1984. Boerner's office will be eliminated then and the newly elected officers sworn in June 1, 1984.

The union's first convention will be in the fall of 1984 in Hollywood, Fla.

Australian leader hails ILO for defense of workers' rights

Geneva — Australian Prime Minister Bob Hawke spoke out strongly in support of the International Labor Organization's efforts to foster freedom of association as a "fundamental and universal right."

Addressing the ILO's annual conference from the same rostrum at which he had often spoken as his country's worker delegate, Hawke, observed that "freedom is indivisible" and noted that the right of workers to form free and independent trade unions is wrapped up in the concept of freedom of association.

He stressed that Australia stands with other democratic nations behind the ILO's Freedom of Association Committee in its mission of "identifying and seeking to rectify breaches of this basic human right."

This was a pointed allusion to the recent ILO decision to launch an inquiry into the denial of trade union and other rights by Poland's communist-imposed military dictatorship.

In addition to provoking Poland into boycotting the conference, the decision triggered a determined Soviet bloc attack against the ILO machinery for monitoring how the 150 member governments observe the labor standards they are pledged to meet.

Communists' plaint

In a memorandum to the conference, the communist governments argued that they were the "main targets for criticism" because the supervisory machinery "refused to take into account the objective realities of the contemporary world."

The conference's officers have yet to decide whether to submit to the assembly the communist demand that a special committee be named to prepare "improvements" in the machinery for consideration at next year's session.

Meanwhile, strong opposition to the communist maneuver was voiced in the conference's committee on the application of the ILO's standard-setting conventions, or treaties. Legal specialist Edward J. Hickey and AFL-CIO Special Counsel Laurence Gold represent the U.S. worker delegation on this panel.

The so-called worker delegate from the Soviet Union, Vassily Prokhorov, gave a new slant to the communist attack on the ILO in connection with the reports relayed by the International Confederation of Free Trade Unions and other groups on the Soviet use of slave labor on the Siberia-western Europe gas pipeline now under construction.

Soviet position

Prokhorov, at a press conference, accused the ILO administration of Sec.-Gen. Francis Blanchard of involving itself in "just another anti-Soviet campaign" because it forwarded the reports to Moscow for comment.

Prokhorov charged that the ILO officials did not take up a Soviet "trade union" invitation to visit the construction project because, he said, they disliked donning "boots and overalls."

In a sharp rejoinder, Blanchard noted that the Soviet government had not even replied to the ILO request that its mission be assured full freedom to visit construction sites of its choice and to talk with workers "in confidence."

"The ILO can only deplore" the failure to get agreement on such arrangements, Blanchard said.

Communist dissatisfaction with the ILO was underscored by Vietnam's announced decision to withdraw at least "provisionally" from the organization. Vietnam mentioned what it termed "unfounded allegations," without further explanation, against communist and developing countries among the reasons for leaving.

China re-enters

On the other hand, a communist Chinese delegation made its entry after the conference voted, with only three employer delegates opposing, to forget the $36 million in unpaid dues assessed against China since 1971. During these years Peking did not renounce the ILO membership it inherited when it was recognized as the government of China, even though it was not active.

Many delegates abstained from the vote or, like U.S. Worker Delegate Irving Brown, director of the AFL-CIO Dept. of International Affairs, absented themselves during the polling to express disapproval of the special dispensation accorded China. They viewed this as unfair to the small, debt-ridden developing countries struggling to pay their ILO dues.

Upshaw succeeds Garvey at NFLPA

Gene Upshaw, president of the National Football League Players Association, has been elected by the NFLPA executive committee to succeed Ed Garvey as executive director.

Garvey, who resigned the post June 10, will continue as president of the Federation of Professional Athletes at least until September when he will become the deputy attorney general of Wisconsin. He has served the NFLPA as executive director for 12 years.

Upshaw, a 16-year veteran of the NFL, has been president of the NFLPA since January 1980. A 10-time All-Pro selection as an offensive lineman with the Oakland Raiders, Upshaw was asked at a press conference if he would have to soften his tone in dealing with the league's owners. He replied: "I'm 6-foot-6, 250 pounds, big, strong and black. My image portrays that. I will do what's necessary."

Jeff Van Note, an offensive lineman with the Atlanta Falcons, was named to replace Upshaw as president. Van Note had been a union vice president.

Labor prods Congress to act on compensation for job disease victims

Continued from Page 1

the general population that a cause-and-effect relationship is assumed.

An estimated 21 million living Americans have been exposed to asbestos fibers in past employment, according to a subcommittee fact sheet. These include construction workers, shipyard workers, manufacturing employees, auto mechanics and others dealing with insulation, brake linings, repairs and maintenance.

The Miller bill would make an assumption that diseases linked to asbestos incurred by persons with a work history that shows exposure are entitled to compensation. It would allow, in addition to payment of full medical expenses, benefits equal to 80 percent of the national average construction wage for persons exposed in construction industry employment and 80 percent of the average manufacturing wage for other workers. Death and survivor benefits would be equal to five years of disability pay.

Claims would be filed with the Dept. of Labor and paid through an insurance pool or self-insurance plan funded by employers and manufacturers producing or using asbestos.

On the basis of studies by the National Institute for Occupational Safety & Health, when the risk of disease among workers in a particular occupation is at least 30 percent greater than among a similar group in other jobs, the Secretary of Labor could issue regulations expanding the coverage of the law and setting up comparable compensation mechanisms. A proposed expansion could be barred by a resolution of disapproval passed by both the House and Senate.

Young said the trade union movement is anxious to work with the congressional staffs to strengthen some of the provisions of the bill, including the compensation limits.

Legal rights

But while labor generally favors the "exclusive remedy" concept central to the workers' compensation system, it supports the right to sue when employers with knowledge of the hazards deliberately expose their workers to risks. And continuing the traditional third-party right of legal action against manufacturers will spur higher standards of testings and more adequate hazard warnings, Young insisted.

Bywater urged a "fleshing out" of provisions for extending coverage to other occupational diseases.

He spoke in his testimony of "rubber workers who develop leukemia from benzene, plastics workers who develop liver cancer because they must breathe vinyl chloride, miners who die of lung cancer . . . electroplaters who breathe cadmium fumes and die of prostate cancer."

Georgine told the subcommittee of his own experience as a lather working amidst asbestos dust at a time when its deadly hazards were not widely known. In the decade of the 1960s, he said, "more than 40,000 tons of fireproofing material were sprayed annually in highrise buildings."

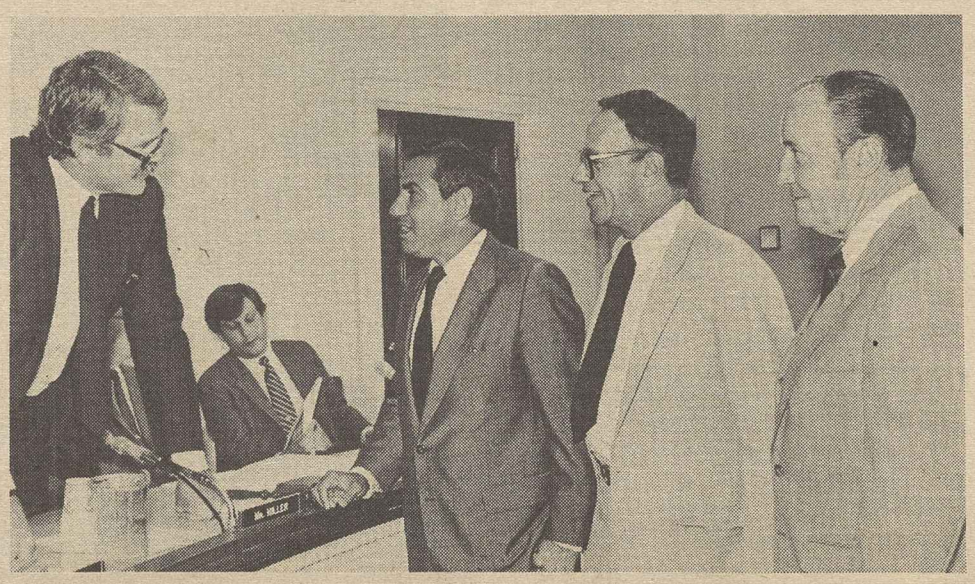
He spoke of workers exposed constantly and in confined areas to fumes from welding, paints, solvents, pitch and other substances that have helped make respiratory disabilities the largest single cause of death among occupational diseases.

Pool concept

Conventional workers' compensation isn't practical, he suggested, because "most of our members work for many different employers" during their careers and the "last employer" may actually have minimal involvement. But the insurance pool concept in the Miller bill gives too much control over the program to the insurance industry, Georgine said, and should be modified.

In the question period, Rep. John N. Erlenborn (R-Ill.) demanded to know whether it was part of the AFL-CIO's "agenda" to federalize the workers' compensation system.

Young readily agreed that the AFL-CIO would prefer a uniform system of benefits rather than 50 often separate and often inadequate state laws. But in the case of occupational diseases, he stressed, the compelling factor is that the separate state laws aren't meeting the need and "a federal system is the only way to get there."



At occupational disease hearings, Rep. George Miller welcomes Robert Georgine, Kenneth Young and William Bywater to testify on his bill.

Union hits move to change method of printing dollars

New York—Delegates to the 80th convention of the Plate Printers, Die Stampers & Engravers focused on how to defeat a Senate bill that would permit the backside of $1 bills to be printed by a method other than intaglio.

Plate Printers Sec.-Treas. James Donegan, Jr., said Senate Bill 1120 would allow the use of offset or rotogravure printing on the backside of dollar bills, a move which would make those U.S. bills less durable and easier to counterfeit. Although no action has been taken since the bill was referred to the Senate Banking, Housing & Urban Affairs Committee in April, Donegan said the convention delegates firmly believe "it will come to pass."

The Reagan Administration-backed bill is sponsored by Sen. Jake Garn (R-Utah). Among co-sponsors are Senators William Proxmire (D-Wis.), Paul S. Trible, Jr. (R-Va.) and William L. Armstrong (R-Colo.).

In other convention action, Cornelius T. Healy was re-elected to a second two-year term as president of the union while Donegan was re-elected to his seventh term as secretary-treasurer. Filling the vice president positions are Robert Vass of Washington, D.C., and Edward Major of Ottawa.

Rodney Garvin of Washington and Michael Ryan of New York were re-elected to the executive council, joining first-timers James Kopernick of Philadelphia, Daniel Bradley and Thomas Bakos of Washington, and Peter Stormann and Harold Ryan of New York.

Dartmouth bestows degree on Kirkland

Hanover, N.H.—An honorary doctor of laws degree was conferred on AFL-CIO President Lane Kirkland by Dartmouth College at the school's 213th commencement.

The citation by Dartmouth President David T. McLaughlin that accompanied the honorary degree cited Kirkland's lifelong service to the labor movement, and praised his "conviction that human beings have a right to work under just conditions and to enjoy a fair share of the fruits of their labors."

OPEIU officers

Top officers of the Office & Professional Employees—Sec.-Treas. Romeo Corbeil, left, and President John Kelly—are joined by AFL-CIO Sec.-Treas. Thomas R. Donahue after their election at the union's convention in Hollywood, Fla.

Office union reports gains in membership, benefits

Hollywood, Fla.—The union contract is the key for white-collar workers to achieve pay equity, improved working conditions and a strong voice in technological change on the job, Office & Professional Employees President John Kelly told convention delegates.

To meet the goals and challenges of office workers, the OPEIU has become "more active on every front than at any time in our history" through its "Voice of the Electorate" (VOTE) program, intensified educational programs and organizing efforts, Kelly stressed in his keynote address.

He told the delegates that at a time when some unions are shrinking in membership as a result of the depressed economy, OPEIU has posted a record gain of over 14,560 members since its last convention in 1980, with a current membership topping 123,200 members.

Kelly credited the success to teams of organizers, subsidy programs for local unions engaged in organizing and the development of new organizing strategies taught at the union's educational conferences, including techniques for combatting union-busting consultants.

Facing challenge

AFL-CIO Sec.-Treas. Thomas R. Donahue told the delegates that the growth in the economy of white-collar, service, professional, technical and clerical jobs presents a challenge to organizing to bring the benefits of a union contract to those workers.

"Those colleges, universities, business firms, law offices, accounting firms, data processing operations, banks, insurance companies and financial firms are all waiting for the 'next wave' of trade union organizing," Donahue said.

"It won't be easy," he stressed, "because the job requires careful planning and a careful understanding of and address to the issues of the '80s and '90s."

To help finance the union's goals for white-collar workers, delegates approved a sliding scale of per capita tax increases to take effect over the next three years.

Starting in October, the per capita will increase for OPEIU local unions by 90 cents on the first 500 members and by 40 cents on all additional members. Per capita will increase by 40 cents on the first 500 and 15 cents on all others on both Oct. 1, 1984, and Oct. 1, 1985.

Delegates also approved a three-step increase in dues of $1 per year through 1985, and minimum dues by that date will be $10 per month.

Kelly re-elected

Kelly was re-elected to his second full-three-year term, and Sec.-Treas. Romeo Corbeil to his first full term.

Corbeil was elected to the post by the union's executive board in April to serve out the term of William A. Lowe who retired May 1.

Lowe was honored by the delegates in a series of resolutions praising him for his more than 30 years of service to the union and the labor movement.

Fourteen vice presidents were re-elected, and Michel Rousseau of Quebec was elected to his first term.

In key resolutions, delegates pledged the union's redoubled efforts toward congressional passage and state ratification of the Equal Rights Amendment, pay equity, an end to all barriers to equal opportunities for women and protection against sexual harassment.

Job safety goals

Delegates urged strong efforts to secure federal and state legislation providing safety protection for workers using video display terminals.

Other convention resolutions opposed the Reagan Administration's proposal for a youth subminimum wage, while calling for a "liveable base rate" of pay in all OPEIU collective bargaining agreements.

The delegates also registered strong opposition to the Administration-backed bills to tax workers' health insurance and other benefits.

The convention called for legislation that would provide for binding arbitration for employees of the Tennessee Valley Authority where OPEIU represents about 5,500 professional, administrative, technical and clerical workers.

OPEIU charged that TVA, which is not covered by any public or private sector laws, has discriminated against workers, refused to bargain and has declined arbitration of grievances.

The union called for binding arbitration after TVA imposed pay freezes on 4,000 workers, mostly women. A sex discrimination complaint filed with the Equal Employment Opportunity Commission could mean as much as $30 million in back pay for the women workers if the pay freeze is lifted.

IUD council session

Industrial Union Dept. filled two vacancies on its executive council while meeting in Nashville, Tenn., where it discussed the need for national reindustrialization policies. Auto Workers President Owen Bieber, who assumed chairmanship of the IUD reindustrialization committee, replaced retired UAW President Douglas Fraser, and Ladies' Garment Workers President Sol Chaikin, replaced ILGWU's retired Sec.-Treas. Shelley Appleton.

CWA delegates rap Reagan policy, call for national industrial effort

Los Angeles—More than 2,000 delegates to the 45th annual convention of the Communications Workers called for reinstatement of full employment "as our prime national goal" and condemned the "inequitable" economic policies of the Reagan Administration.

The convention called for a national industrial policy keyed to "the development of a strong, diversified American economy with a fair distribution of benefits."

It urged as a companion to this goal curbs on plant shutdowns, scrutiny of the employment effect of mergers and acquisitions, training programs for workers displaced by new technologies and impact statements before major technological changes are implemented.

Workers should have the right to a healthy and safe workplace, the convention said, and the opportunity to advance to their full potential.

The union's top leaders — President Glenn E. Watts and Sec.-Treas. Louis B. Knecht—were re-elected without opposition to their fourth three-year terms in office.

Re-elected to second terms were Executive Vice President John C. Carroll, James B. Booe and M. E. Nichols.

Nine district vice presidents were re-elected along with three new executive board members—Harry Ibsen, Dist. 9, Burlingame, Calif.; T. J. Volk, Dist. 10, Birmingham, Ala., and Luther D. Magee, Dist. 12, Austin, Tex. The new national bargaining unit director is Frank Talarico of Western Electric Manufacturing.

New post

The CWA's special convention last March to look at the long-range future of the union and the industry had created a new elective post of national director for public workers. Connie Bryant of New York was elected to fill it.

The plant-closing resolution adopted by the delegates urged legislation to require at least a six-month notice to workers and the community and a bar on government contracts to any company relocating a plant in a foreign country. Products from that plant, if brought into the U.S. market, should be subject to a stiff import tax to fund retraining of U.S. workers, the resolution urged.

Another resolution reminded AT&T that cooperation between labor and management "is a two-way street" and cited cases in which companies formed out of divestiture and deregulation of AT&T and the Bell System have balked at recognizing the union.

Other resolutions:

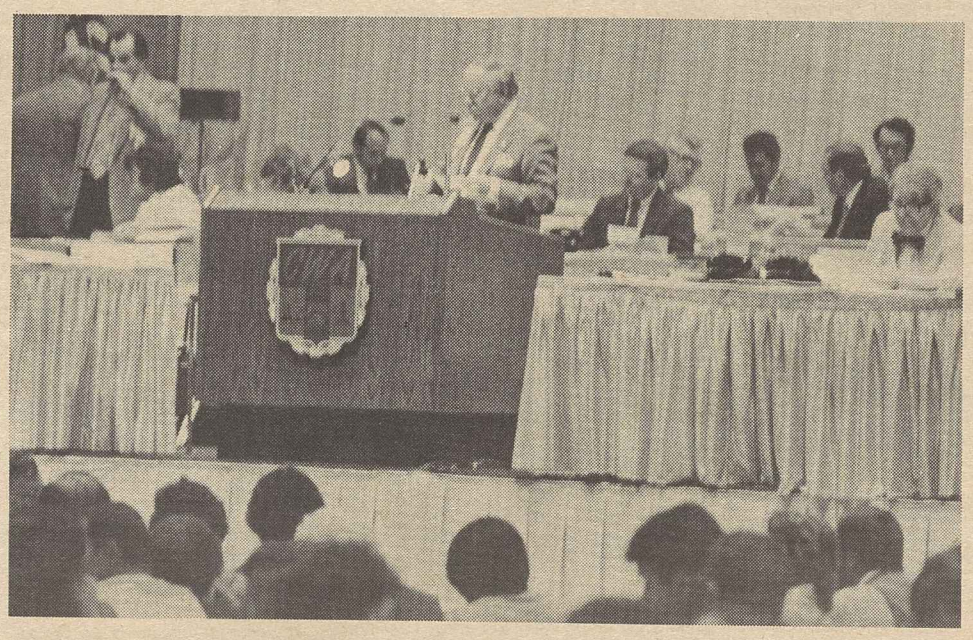
- Urged federal funding for research into possible health hazards to workers using VDTs or similar devices for long periods of time.
- Called for support of the AFL-CIO's Solidarity Day III observances this Labor Day.
- Asked for "a strong, uniform federal standard guaranteeing workers the right-to-know" about workplace hazards to their health.
- Urged passage of a bill of rights for public workers in every state legislature.

Delegates amended a Finance Committee report to double a proposed $1 million organizing fund by transferring money from CWA's Defense Fund on Sept. 1 "unless a lengthy nationwide strike is imminent or in progress."

The union is now conducting a strike authorization vote if negotiations with AT&T are unsuccessful.

The current national contract with the Bell System expires in August.

A foreign policy resolution urged CWA to "work through and with the AFL-CIO and the Postal, Telegraph & Telephone International to protect and advance the free labor movement and all freedoms, at home and abroad."



CWA President Glenn Watts addresses convention delegates.

Full employment group asks 'second phase' jobs package

The Full Employment Action Council warned congressional Democrats that they will be held accountable in the 1984 elections if they fail to press ahead with a Phase II jobs bill.

Labor and civil rights leaders representing the council met with House Democratic Whip Thomas Foley to press for enactment of the Community Renewal Employment Act, which was approved by the House Education & Labor Committee in early May. The bill was introduced by Rep. Augustus F. Hawkins (D-Calif.).

No action has been taken on a similar bill and other jobs proposals introduced in the Republican-controlled Senate.

The full employment coalition of 80 labor, church, civil rights, senior, youth, women's, consumer and other groups, called the Hawkins bill "a compromise" which must be enacted in this session of Congress.

Job creation

The measure would create from 500,000 to 600,000 community service and public works jobs this year and next. The program would be targeted to areas of high unemployment. Jobs would last no longer than one year.

Meeting with Foley in his Capitol Hill office were President J. C. Turner of the Operating Engineers, Howard D. Samuel of the Industrial Union Dept., President Coretta Scott of the Martin Luther King, Jr. Center for Nonviolent Social Change, President Carl Holman of the National Urban Coalition and Director Raul Yzaguirre of the National Council of LaRaza.

In an open letter to the House-Senate conferees working on tax and spending legislation, the council said that "the recent minute variations in the unemployment statistics ought not to divert attention" from the continuing crisis faced by more than 11 million unemployed men and women.

Unemployment costs

Turner told Foley that "the balanced budget which so many of your colleagues look to as an ultimate goal can only be achieved if the jobless, including those whose former jobs have disappeared permanently, can be returned to work. Each 1 percent of unemployment costs the federal treasury $30 billion in decreased revenues and increased outlays."

Samuel said "the 1984 elections will turn on the question of jobs. Americans will be looking at the candidates not just for their promises but for their record on jobs. The time for members of Congress to build that record is running out."

Yzaguirre pointed out that the jobs which the Hawkins bill would fund are not "make-work." "Such programs as child care, immunization, nutrition for the elderly and handicapped, conservation, and the repair of our roads, bridges and buildings are vitally needed," he said.

King and Holman noted that the jobless rate for black and other minority Americans remains above 20 percent, compared to an 8.9 percent rate for whites.

Public sector union rights backed at ILO

Geneva—A 20-nation International Labor Organization conference has called on governments to assure full trade union rights to their civil servants and other public service workers.

The call was sounded in a resolution that noted the increasing number of complaints received by the ILO on the denial of union rights to public employees in many countries.

The conference deplored this situation and said that government "should set an example in the application of international labor standards, particularly with regard to trade union rights."

The resolution and the conclusions reached on the technical questions before the worker and government delegates to the ILO's public services committee were all adopted without a formal vote.

However, last-minute "hemming and hawing" by a number of government representatives "somewhat diluted the cooperation they had shown as employers" during the earlier stages of the 10-day session, Vice President Victor Gotbaum of the State, County & Municipal Employees reported. Gotbaum, who heads AFSCME's District Council 37 in New York, was the U.S. worker delegate to the Conference and was elected chairman of the worker group.

Making progress

He said the worker delegates succeeded in "getting through most of what we wanted," despite the reservations voiced by some governments at the final plenary session.

"In the main, the discussions were good and the results give us the weapons to use in our own countries," Gotbaum said. Also taking part in the discussions were Thomas Hobart, Jr., president of the New York State United Teachers, and Jack Howard, assistant to AFSCME President Gerald McEntee and international affairs representative of the union.

Gotbaum said the conference's conclusions strengthen the hands of labor in fighting cutbacks in public services, in defending trade union rights, and in championing union participation in decisions of concern to workers. "These were our three basic concerns," he stressed.

Gotbaum said he was disappointed because Clinton M. Wright of the Labor Dept.'s Women's Bureau did not voice the U.S. government's reservation on the right to strike until the final plenary session when debate was no longer possible.

Double standard

"After all," he explained, "President Reagan has defended the right of Polish public employees to strike. I would have liked to debate with her why she thinks Polish public workers should have the right to strike and not American public workers."

While recognizing in its conclusions the responsibility of governments to make "efficient use of public resources," the committee denounced cutbacks in public services.

EDITORIALS

A More Perfect Union

THE MESSAGE that we ought to take home from our regional conferences is that all of us are going to do everything possible to work with our brothers and sisters to form a more perfect union.

We take home a renewed commitment to bring all workers a voice in their economic and political fate and, through a union, a degree of industrial democracy on the job.

We pledge that the struggles of our brothers and sisters are our struggles. Whatever they need, we will provide—through picket line assistance, through boycotts, through rallies, through other forms of support.

We pledge to end discrimination of any type at all worksites. And we will have an equal rights amendment.

We pledge to address the problems that we've talked about in these conferences, to put an end to the double-breasted contractor and the union-busting consultant.

We pledge to be ever mindful that what is won at the bargaining table can be lost in the halls of Congress or in the legislatures. And since legislative work is inseparable from the political process, we pledge to continue on the trails that we blazed in last year's elections. In that way, we will establish a better climate for all Americans who toil for a living.

Together, we can build a more perfect union and a more perfect nation.

—From remarks by AFL-CIO Sec.-Treas. Thomas R. Donahue at the conclusion of the federation's series of regional conferences, Kansas City, June 10, 1983.

The Dotson Line

THE CHAIRMAN of the National Labor Relations Board, Donald Dotson, expresses surprise at the fuss raised over the "right-to-work" ties of Hugh Reilly, the NLRB solicitor.

His surprise is understandable in the context of some of Dotson's past writings, such as this gem:

"The scheme of unionized labor relations in the United States bears no resemblance to what was intended by the framers of our basic labor law. Instead of employee-controlled unions on a local, plant-by-plant basis, centralized, company-wide, nationwide, hierarchial labor organizations . . . have developed. The effort to make the cost of labor bear some relationship to its market value by giving employers the right to replace strikers has become meaningless because of union violence, intimidation and ineffective law enforcement."

Shucks, the National Right to Work Committee couldn't have said it any better than that.

A Voice from Poland

POLAND'S RULERS wouldn't allow Lech Walesa to come to the United States to speak at Harvard's graduation ceremonies earlier this month, but they couldn't stop University President Derek Bok from reading the speech that Walesa smuggled out.

The founder of Poland's free trade union movement remains optimistic that there is no way the authorities could roll back the clock to the time before the emergence of Solidarnosc, when, Walesa recalls, "people working together in the same room feared to talk sincerely with each other; they feared each other."

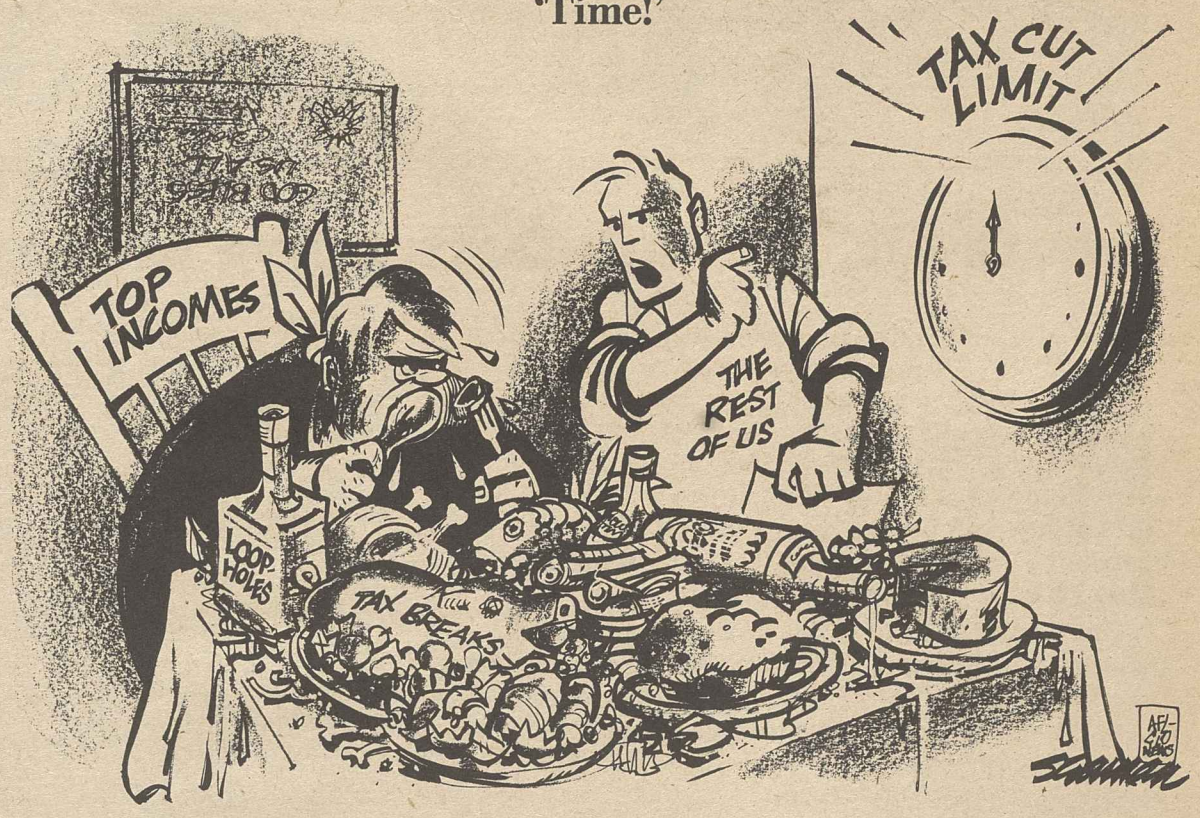
Now, he says, "they constitute one underground Solidarity cell. They are not indifferent and apathetic as they once were. Through small, daily acts of courage, they implement the ideals of our union."

The awakened Polish people, Walesa insists, will continue to make themselves heard. "We shall not abandon our ideals and basic rights, including the right to create free trade unions."

When he is free to visit the United States, Walesa says he hopes to thank the American people, "whose sympathy and solidarity are so important to me and my compatriots."

He will be most welcome.

'Time!'



Washington Window

Home foreclosures mount as Senate sits on relief bill

By Press Associates, Inc.

Among the human costs of the Reagan Recession has been a growing wave of home mortgage foreclosures due to unemployment.

Despite evidence that the nation's economy has begun to recover from its worst beating since the Great Depression, there has been no relief for jobless homeowners and their families.

Homes in the process of foreclosure rose from 119,000 in the last quarter of 1981 to 181,000 in the last quarter of 1982. During the first quarter of 1983, as the economy began to rebound, home foreclosures in process hit about 210,000.

In addition, well over a million families are delinquent in their mortgage payments because of job loss or other financial hardships.

Today, the rate of home foreclosures and delinquencies is the worst since the Mortgage Bankers Association began keeping records in 1953.

And the tragedy of home loss is likely to get even worse in spite of "the recovery." This is because unemployment is predicted to stay very high for a long period and because many jobless workers will exhaust their unemployment benefits in the months to come.

Sheriff's sale

William Irwin Pastor of Philadelphia, who lost his home at a sheriff's sale, was among those who came to Washington to urge Congress to enact emergency mortgage foreclosure assistance. Testifying before a House Banking subcommittee, Pastor said he was laid off in 1981 after 20 years in the retail pharmaceutical business.

Pastor tried to work out a reduced payment plan with the bank and the Veterans Administration, which had guaranteed the mortgage loan. But the bank refused to accept his partial payments, returned his checks in the mail, and sold the house at a sheriff's sale. Pastor received nothing for the house.

In 1932, with the nation in the grip of depression and Herbert Hoover in the White House, over 250,000 families lost their homes through foreclosure. When Franklin D. Roosevelt took office in March 1933, foreclosures were taking place at a rate of a thousand a day. In April FDR asked Congress to act.

Action in 1933

Congress responded by setting up the Home Owners' Loan Corp. (HOLC), which bought mortgages where jobless homeowners were unable to make payments. The HOLC also financed payments for taxes and repairs and rewrote the mortgages for long-term repayment at low interest rates.

In this way, tens of thousands of families were able to save their homes. One of every five urban homeowners with mortgages became an HOLC beneficiary. The real estate market was saved from collapse and banks began making mortgage loans again.

In some areas, labor's community service committees have tried to persuade banks to abate mortgage payments and hold off foreclosures.

In the depressed steel belt of western Pennsylvania, the Monongahela Valley Unemployed Committee organized a militant campaign which has put a temporary halt to sheriff's sales.

The Sheet Metal Workers union has used its special benefit fund to help its unemployed members avoid both foreclosure and eviction.

On May 11, the House passed the Emergency Assistance Act to provide loans for jobless Americans in danger of losing their homes through foreclosure. The Senate has not yet acted.

The House bill, sponsored by Reps. Henry Gonzalez (D-Tex.) and Fernand St Germain (D-R.I.) is a modest but worthy measure which would aid about 75,000 homeowners during fiscal year 1984. It would provide no relief for jobless renters as proposed by labor.

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Vol. 28, No. 24 SATURDAY, JUNE 18, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
American Federation of Labor and Congress of Industrial Organizations

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Alvin E. Heaps
John DeConcini
Joyce D. Miller
Frank Drozak
Richard I. Kilroy
William H. Bywater

LEGISLATIVE ALERT!

Senate OK's 3 Job-Destructive Measures

The Republican-controlled Senate closed its eyes to 10-percent unemployment and voted for further job destruction when it refused, in a 46-51 vote, to table the Finance Committee's "catch-all" amendment to the tax withholding repeal bill (See Alert!, June 6). All voting Democrats voted to kill the job-destroying amendment; all Republicans except three voted for job-destruction.

The Finance Committee amendment, which includes the job-destroying Reagan Caribbean bill, the Reagan "enterprise zone" bill, and a do-nothing trade bill, now makes a bad piece of legislation--repeal of a modest tax compliance reform--even worse.

The House may not accept the Senate-passed bill with job-destroying Reagan legislation attached to it. The Caribbean Basin, enterprise zone, and trade language can still be removed in House-Senate conference.

WHAT YOU CAN DO: Check your Senators' vote on the motion to table (kill) the job-destroying Finance Committee amendment, right. Next time you contact your Senators--either through the mail or in person during the July 4 recess--let them know that you paid close attention to this key jobs vote.

SENATE VOTE ON JOB-DESTRUCTION AMENDMENT: CBI, ENTERPRISE ZONES, RECIPROCITY

---- ALABAMA	
HEFLIN (D)	R
DENTON (R)	W
---- ALASKA	
STEVENS (R)	W
MURKOWSKI (R)	W
---- ARIZONA	
DECONCINI (D)	R
GOLDWATER, BARRY (R)	R
---- ARKANSAS	
BUMPERS (D)	R
PRYOR (D)	R
---- CALIFORNIA	
CRANSTON (D)	A
WILSON (R)	W
---- COLORADO	
HART (D)	R
ARMSTRONG (R)	W
---- CONNECTICUT	
DODD (D)	R
WEICKER (R)	R
---- DELAWARE	
BIDEN (D)	R
ROTH, WILLIAM (R)	W
---- FLORIDA	
CHILES (D)	R
HAWKINS, PAULA (R)	R
---- GEORGIA	
NUNN (D)	R
MATTINGLY (R)	W
---- HAWAII	
INOUYE (D)	A
MATSUNAGA (D)	R
---- IDAHO	
MCCLURE (R)	W
SYMMS (R)	W
---- ILLINOIS	
DIXON, ALAN (D)	R
PERCY (R)	W
---- INDIANA	
LUGAR (R)	W
QUAYLE (R)	W
---- IOWA	
GRASSLEY (R)	W
JEPSEN (R)	W
---- KANSAS	
DOLE (R)	W
KASSEBAUM (R)	W
---- KENTUCKY	
FORD, WENDELL (D)	R
HUDDLESTON (D)	R
---- LOUISIANA	
LONG, RUSSELL (D)	R
JOHNSTON, BENNETT (D)	R
---- MAINE	
MITCHELL, GEORGE (D)	R
COHEN (R)	W
---- MARYLAND	
SARBANES (D)	R
MATHIAS (R)	W
---- MASSACHUSETTS	
KENNEDY (D)	R
TSONGAS (D)	R
---- MICHIGAN	
LEVIN (D)	R
RIEGLE (D)	R
---- MINNESOTA	
DURENBERGER (R)	W
BOSCHWITZ (R)	W
---- MISSISSIPPI	
STENNIS (D)	R
COCHRAN (R)	W
---- MISSOURI	
EAGLETON (D)	R
DANFORTH (R)	W
---- MONTANA	
MELCHER (D)	R
BAUCUS (D)	R
---- NEBRASKA	
EXON (D)	R
ZORINSKY (D)	R
---- NEVADA	
HECHT (R)	W
LAXALT (R)	W
---- NEW HAMPSHIRE	
RUDMAN (R)	W
HUMPHREY (R)	W
---- NEW JERSEY	
LAUTENBERG (D)	R
BRADLEY (D)	R
---- NEW MEXICO	
BINGAMAN (D)	R
DOMENICI (R)	W
---- NEW YORK	
MOYNIHAN (D)	R
D'AMATO (R)	W
---- NORTH CAROLINA	
EAST (R)	W
HELMS (R)	W
---- NORTH DAKOTA	
BURDICK (D)	R
ANDREWS, MARK (R)	W
---- OHIO	
METZENBAUM (D)	R
GLENN (D)	R
---- OKLAHOMA	
BOREN (D)	R
NICKLES (R)	W
---- OREGON	
PACKWOOD (R)	W
HATFIELD (R)	W
---- PENNSYLVANIA	
SPECTER (R)	W
HEINZ (R)	W
---- RHODE ISLAND	
PELL (D)	R
CHAFEE (R)	W
---- SOUTH CAROLINA	
HOLLINGS (D)	R
THURMOND (R)	W
---- SOUTH DAKOTA	
PRESSLER (R)	W
ABDNOR (R)	W
---- TENNESSEE	
SASSER (D)	A
BAKER (R)	W
---- TEXAS	
BENTSEN (D)	R
TOWER (R)	W
---- UTAH	
GARN (R)	W
HATCH (R)	W
---- VERMONT	
LEAHY (D)	R
STAFFORD (R)	W
---- VIRGINIA	
WARNER (R)	W
TRIBLE (R)	W
---- WASHINGTON	
JACKSON (D)	R
GORTON (R)	W
---- WEST VIRGINIA	
BYRD, ROBERT (D)	R
RANDOLPH (D)	R
---- WISCONSIN	
PROXMIRE (D)	R
KASTEN (R)	W
---- WYOMING	
WALLOP (R)	W
SIMPSON (R)	W

R = Right
W = Wrong
A = Absent

'$700 Cap' for Tax Fairness Will Reach a Vote Soon

Ever since Congress enacted the Reagan tax cut in August 1981, the AFL-CIO has urged Congress to "cap" it at $700 per taxpayer per year in order to restore fairness to the tax code. A $700 cap would maintain full tax cuts for families with incomes of $45,000 or less, but would prevent the enormous windfalls enjoyed by those with much higher incomes.

The $700 cap has been endorsed by the House Majority and Senate Minority leadership. The House Ways and Means Committee reported it favorably, and it should reach the House floor this week or next.

The AFL-CIO has coordinated a campaign to back the tax-cap bill, H.R. 1183, among its affiliates and other groups representing educators, senior citizens, consumer activists, and urban leaders.

The tax cap would add $6 billion to the U.S. Treasury over the next year, and $20 billion over three years. The savings would come from the wealthiest five percent of Americans.

These tax revenues could help pay for health care for the jobless, improved unemployment compensation and other aid to the victims of the Reagan recession.

See Your Legislators Over July 4 Recess; Here Are The Issues

Congress will be in recess July 1-10 for the Independence Day district work period. Arrange to meet with your Representative and Senators through your international union or central labor council. Below is an update on issues of concern to the AFL-CIO:

ISSUE	BILL NUMBERS	SUBCOMMITTEE	FULL COMMITTEE	FLOOR ACTION	CONFERENCE	SIGN/ VETO
COMMUNITY SERVICE JOBS	H.R. 1036 (Hawkins, D-CA)		Full Education & Labor Cmte. reported bill May 5			
	No favorable Senate bill					
PUBLIC WORKS JOBS	H.R. 2544 (Oberstar, D-MN)		Public Works Cmte. reported bill May 12			
	S. 724 (Stafford, R-VT)		Environment & Public Wks. Cmte. approved May 12			
MORTGAGE FORE-CLOSURE RELIEF	H.R. 1983 (Gonzalez, D-TX)			Passed House 216-196 on May 11		
	House bill sent to Senate. 1984 budget probably will include funding provisions.					
HEALTH CARE FOR THE JOBLESS	H.R. 3021 (Waxman, D-CA)		Energy & Commerce Cmte. passed bill on May 24			
	S. 1154 (Kennedy, D-MA)	Weaker health program included in FY 1984 budget passed by Senate				
IMMIGRATION REFORM	H.R. 1510 (Mazzoli, D-KY)		Judiciary Cmte. reported bill on May 5			
	S. 529 (Simpson, R-WY)			Passed Senate 76-18 on May 18		
DOMESTIC CONTENT	H.R. 1234 (Ottinger, D-NY)		Markup by Energy & Commerce Cmte. June 14-16			
	S. 707 (Riegle, D-MI)					
PLANT CLOSING PROTECTIONS	H.R. 2847 (Ford, D-MI)	Labor/Management Relations Subcmte. hearings May 4				
	No similar Senate bill					
OCCUPATIONAL DIS-EASE COMPENSATION	H.R. 3175 (Miller, D-CA)	Labor Standards Subcmte. hearings June 13				
	No similar Senate bill					
MARITIME INDUSTRY	H.R. 1242 (Boggs, D-LA)	Merchant Marine Subcmte. hearings May 4-5				
	S. 1000 (Trible, R-VA)					
NATURAL GAS PRICES	H.R. 2154 (Gephardt, D-MO)	Compromise legislation undergoing markup in Fossil Fuels Subcmte.				
	S. 996 (Kassebaum, R-KS)		Compromise markup in Energy & Nat. Resources Cmte.			
PREVENTING EXPORT OF ALASKA OIL	Amendments to Export Administration Act	The House Foreign Affairs Cmte. reported legislation to extend controls on Alaska oil for 6 years; the Senate Banking Cmte. reported a 4-year extension.				
$700 CAP FOR TAX FAIRNESS	H.R. 1183 (Guarini, D-NJ)		Ways & Means Cmte. reported bill June 16			
	Senate expected to vote on this issue after House passage					
THE AFL-CIO OPPOSES THE BILLS LISTED BELOW:						
REPEAL OF TAX WITHHOLDING	H.R. 500 (D'Amours, D-NH)			Passed House May 17		
	S. 222 (Kasten, R-WI)	Kasten amendment to delay withholding until 1987 passed April 21				
REAGAN JOB-EXPORT CARIBBEAN PLAN	S. 544 (Dole, R-KS)	Reported by Finance Cmte. May 12, attached to tax withholding repeal bill along with job-destroying "enterprise zone" and trade reciprocity bills.				
	H.R. 2769 (Gibbons, D-FL)					
TUITION TAX CREDITS	S. 528 (Dole, R-KS)		Approved by Finance Cmte. May 24			
	H.R. 1730 (Gradison, R-OH) and other bills					

AFL-CIO news

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SATURDAY
JUNE 25, 1983

MEMO FROM COPE
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Congress budget slaps Reagan

Poles show solidarity

Hundreds of thousands of Poles with their arms raised to make V-signs and flying Solidarnosc banners show their support for the outlawed trade union federation as they come to greet Pope John Paul II outside Krakow. A large poster of Lech Walesa, deposed chairman of the Solidarity movement, is at right. The Pontiff praised the achievements of the free trade union a number of times during his pilgrimage to Poland.

House votes $700 cap on July tax cut

By David L. Perlman

Congress broke with the Reagan Administration and gave final approval to a budget resolution the President had branded unacceptable.

It sets spending ceilings higher than the Administration wants for domestic programs and reserves additional funds for new measures, still to be enacted, to help the unemployed and speed economic recovery.

The $859 billion budget approved by both the Democratic House and the Republican-controlled Senate mandates revenuse-raising measures to hold the deficit down. It would raise military spending substantially, but less than the Administration had sought.

In an even sharper rebuff to the President, the House then voted, 229-191, to set a $700 ceiling on the July tax cut.

President Reagan led a savage Republican attack on the $700 ceiling, branding it a tax increase for the middle class.

Fake label

The AFL-CIO was an early advocate of capping the tax cut, and Federation President Lane Kirkland assailed the "false labelling" that portrays a $700 tax reduction as an increase.

Without the ceiling, Kirkland noted, a typical $100,000-a-year family would receive $2,384 in additional tax cuts while the $30,000 family would receive a $325 reduction.

If the tax cut ceiling were in place, the $100,000 family would get only a $700 tax reduction under the House bill while the $30,000 family would still receive its full $325 cut.

But the $6 billion in added government revenues, Kirkland stressed, "is just about equal to the amount that the President would squeeze out of food stamps, Aid to Families with Dependent Children, Supplemental Security and child nutrition over the next three years."

The tax ceiling, which Reagan has threatened to veto if it also passes the

Continued on Page 4

World labor bids Chile halt 'brutal repression'

By Arlee C. Green

Free trade unions throughout the Western Hemisphere called on Chile's military dictatorship to end the "brutal repression" of unions and labor leaders and pledged "maximum active solidarity" with Chilean workers.

The executive board of the Inter-American Regional Organization of Workers (ORIT) cabled the Chilean dictator, Gen. Augusto Pinochet, to express "resolute support" for the recent demonstrations by the Chilean people demanding a return to democratic government.

The junta's arrest of Rodolfo Seguel, head of the Copper Workers' Confederation and a leader in organizing the protests, created a state of ferment in Chile and touched off calls for a general strike.

The ORIT executive board declared in its cable to Pinochet that "we are in a permanent state of alert before development of just national strike by Workers National Command. . . . We forewarn you that we will undertake all legitimate means for definite installation in Chile of a system that guarantees human and trade union rights."

Among the ORIT board members signing the cable were AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue, Executive Director William C. Doherty, Jr., of the American Institute for Free Labor Development, ORIT Sec. Gen. Tulio Cuevas, and John Vanderveken, secretary-general of the International Confederation of Free Trade Unions.

International meeting

The message was sent from Oslo, Norway, where the ORIT board was meeting prior to the ICFTU's 13th World Congress.

Another message condemning the arrests and violations of trade union rights was sent to Pinochet by AFL-CIO Vice President Thomas W. Gleason, chairman of the federation's International Affairs Committee.

Continued on Page 5

House unit puts auto content bill over first hurdle

A labor-urged domestic auto content bill won a 25-17 vote in the House Energy & Commerce Committee, the first hurdle in an obstacle-cluttered path to enactment.

Its next step is the House Ways & Means Committee, which shares jurisdiction. But House leaders have given firm assurance that the bill will be brought to the House floor for a vote.

The committee-approved legislation is a near-twin of the measure that passed the House last December, in the lame-duck session of the previous Congress, only to die without action by the Senate.

It would apply to firms selling more than 100,000 cars a year in the U.S. market. The greater the sales volume, the greater the requirement for U.S. parts and labor. When fully effective, in the 1987 model year, the domestic content requirement

Continued on Page 6

Pregnancy coverage at issue

Court bars bias in health benefits

The Pregnancy Disability Act that Congress passed in 1978 bars a sex-based double standard of health insurance protection for both workers and their spouses, the Supreme Court ruled.

Its 7-2 decision found the Equal Employment Opportunity Commission clearly on target in its interpretation of the law—and in the court action it initiated in support of the sex discrimination complaint the Steelworkers brought against the Newport News Shipbuilding & Dry Dock Co.

At issue was whether the 1978 legislation should be narrowly applied to deal only with health insurance coverage for workers, or whether the same principles were applicable to family health benefits furnished by an employer.

A brief filed by the AFL-CIO jointly with the Steelworkers, the Electrical, Radio & Machine Workers (IUE) and the Coalition of Labor Union Women argued for the broader interpretation adopted by the Supreme Court majority.

The court did not rule nor did the unions claim that wives of workers must receive the same health care and hospital benefits that an employer provides for women workers.

Equal levels

But it did hold that when a firm provides coverage for spouses, it can't differentiate between wives or husbands of its employees. Thus a wife covered through a family plan would receive the same level of benefits as a husband covered by the plan. And a woman worker would be entitled to the same level of benefits as a male worker.

The decision, by Justice John Paul Stevens, completed the turnaround from a 6-3 high court ruling in 1976 rejecting the IUE's claim that General Electric violated the Civil Rights Act by denying full health insurance coverage to women unable to work because of pregnancy or childbirth.

A dissent in the current case, by Justices William H. Rehnquist and Lewis F. Powell, Jr., contended that Congress only dealt with treatment of employees in the 1978 law.

But the Supreme Court majority found, to the contrary, that Congress had "unambiguously expressed its disapproval" of the "reasoning" of the Supreme Court's 1976 decision as well as the outcome of the particular case.

Continued on Page 4

The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

6/25/83

New authority proposed for credit control

Credit control legislation that Congress allowed to expire last year should be renewed as a standby weapon against both inflation and recession, the AFL-CIO and consumer groups urged.

The bill labor supports is sponsored by House Banking Committee Chairman Fernand J. St Germain (D-R.I.) and is being considered by a subcommittee headed by Rep. John J. LaFalce (D-N.Y.).

It would authorize the President to trigger Federal Reserve Board authority to regulate credit to bring down inflation and combat recession. The Fed could adopt such measures as curtailing credit for nonproductive uses, like corporate takeovers, so as to make funds available at reasonable rates for housing and other economic stimulus programs.

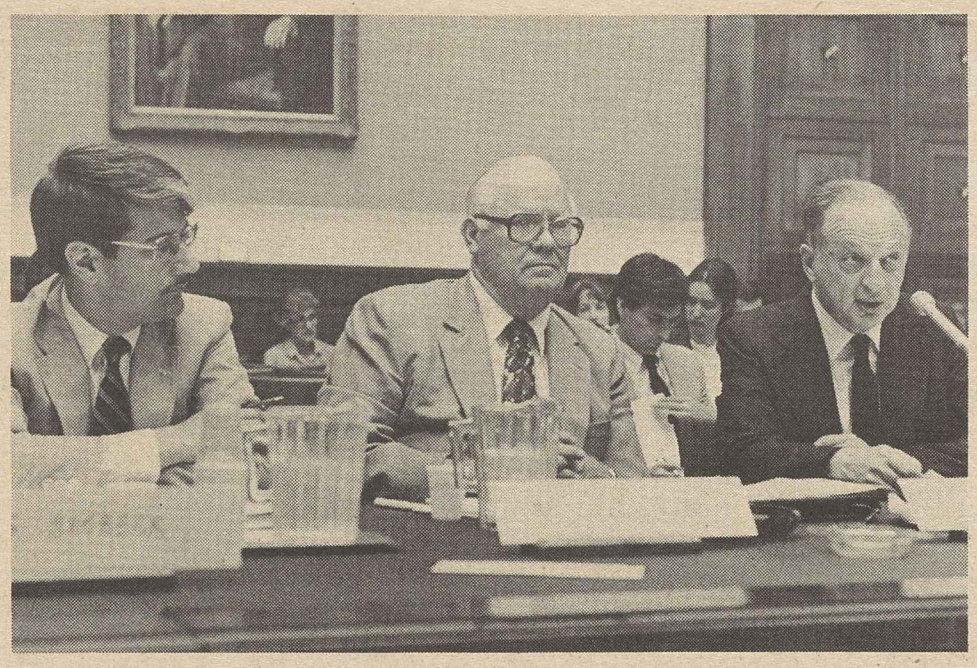
Henry B. Schechter, director of the AFL-CIO's Office of Housing & Monetary Policy, noted that the brief application of credit controls under President Carter in 1980 "led to a rapid reduction of interest rates and cut the life of a developing recession to the shortest on record."

Ineffective trade-offs

High interest rates have proved ineffective in controlling inflation, he stressed, because the interest costs "are rolled into the prices of goods and services" and into mortgage rates, thus perpetuating inflation. The end result is serious recession.

Also testifying in support of the St Germain bill were Operating Engineers President J. C. Turner, who represented the National Council for Low Interest Rates, and Stephen Brobeck, executive director of the Consumer Federation of America.

Turner, speaking for the coalition of organizations in the low-interest council, said high interest rates were a major factor in both the severity and duration of the recession and still represent a threat to economic recovery.



Testifying for credit controls, from left: Consumer Federation's Stephen Brobeck, J. C. Turner of Operating Engineers and AFL-CIO's Henry Schechter.

William F. Schnitzler dies, retired secretary-treasurer

Lewes, Del.—William F. Schnitzler, the first secretary-treasurer of the AFL-CIO, died June 17 of a heart ailment at Beebe Memorial Hospital here. Schnitzler, who was 79, had been seriously ill for the past two years.

Schnitzler was elected secretary-treasurer at the 1955 merger convention and served the federation in that capacity until his retirement in 1969 when the Executive Council afforded him the title of secretary-treasurer emeritus. He had been a member of the Joint Unity Subcommittee that worked throughout 1954 and 1955 to bring the AFL and CIO together.

In a message to his wife Edith, AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue said: "Along with many thousands of trade unionists all across the land, we are deeply grieved to learn of Bill's death. He was a good friend, a fighting trade union leader and a faithful steward of labor's resources.

"Like George Meany," Kirkland and Donahue said, "he established the style of leadership and pioneered the responsibilities of the high office to which he was elected in 1955. We who have had the honor to succeed him as secretary-treasurer of the AFL-CIO can testify that the job still bears his stamp."

Progressive responsibility

Schnitzler's trade union career began in the early 1920s when he became an apprentice baker in Newark, N.J., and a member of Local 84 of the AFL's Bakery & Confectionery Workers—a forerunner of the Bakery, Confectionery & Tobacco Workers. In 1934, he became the local's business agent and three years later was made an international representative.

In 1941, Schnitzler was appointed a general representative of the union. He later served the BCW as second vice president and financial secretary. In 1946, he was elected to the union's newly created post of secretary-treasurer.

Schnitzler was chosen president in 1950 by the BCW's executive board and was elected to a full five-year term at the union's 1951 convention. But he left the BCW in November 1953 to become secretary-treasurer of the AFL, succeeding Meany, who moved up to the presidency. And he was elected unanimously secretary-treasurer of the merged AFL-CIO in December 1955.

At the time of his death, Schnitzler was assistant to the chairman of the board of the Union Labor Life Insurance Co.

In addition to his wife, survivors include two children and four grandchildren. Funeral services and interment were in Lewes.

Boilermakers pick Jones as new president

Kansas City, Kan.—Charles W. Jones was elected president of the Boilermakers at a special meeting of the union's executive council to fill out the term of Harold J. Buoy, who retired June 1. Jones, on the recommendation of Buoy, received unanimous council approval and will serve until August 1986.

Jones joined the Boilermakers Lodge 193 in Baltimore in 1942 and after service in World War II, he attended the Harvard Trade Union Fellowship Program. In 1947, he was named a district representative of the union and in 1960, was appointed to complete the term of a retiring vice president.

Buoy announced his retirement on May 27, effective June 1, citing a promise he made to himself after suffering a heart attack over a decade earlier that he would retire when he reached age 62. He will be 62 in July.

Buoy joined the union's Lodge 447 after completing an apprenticeship on the Wabash Railroad.

He became president and general chairman of District 24 in 1949 and a year later became the district representative. In 1951, he was appointed an international representative and served from 1962-70 as the legislative assistant to the international president.

Buoy was appointed to fill out the term of the retiring president and was elected for a full term in 1973.

He was re-elected in 1977 and 1981 by acclamation of the convention delegates. In 1981, the term of office was lengthened to five years.

Lawrence Raftery dies at 88, retired leader of Painters

St. Louis—Lawrence M. Raftery, president emeritus of the Painters and a former vice president of the AFL-CIO, died June 18 at his home here. He was 88.

Raftery had been president of the IBPAT for 13 years until his retirement in 1965. He served on the AFL-CIO Executive Council in the period 1958-65, and was a vice president of the Building & Construction Trades Dept. for 15 years.

AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue said in a message to his wife Eloise that "Few men have served the labor movement so long; none has done it better or more memorably. He left his mark not only on the International Brotherhood of Painters & Allied Trades, but on the entire labor movement."

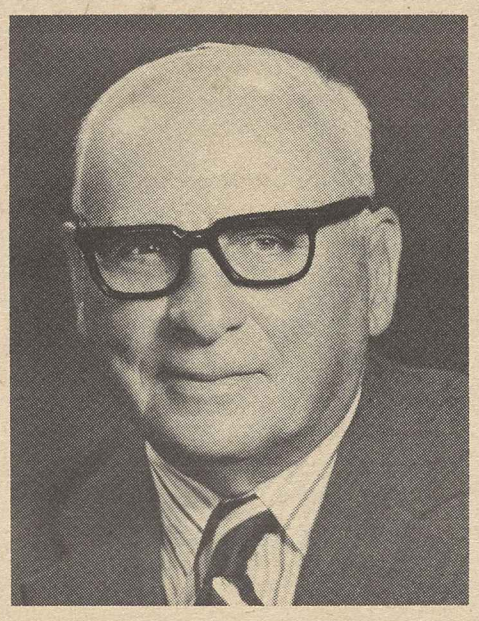
Permanent imprint

In a separate message to IBPAT President S. Frank Raftery, who succeeded his father in 1965, Kirkland and Donahue observed that "the nearly 20 years since his retirement have not dimmed the respect and affection in which he was held by all who had the good luck to share his friendship and to benefit from his leadership."

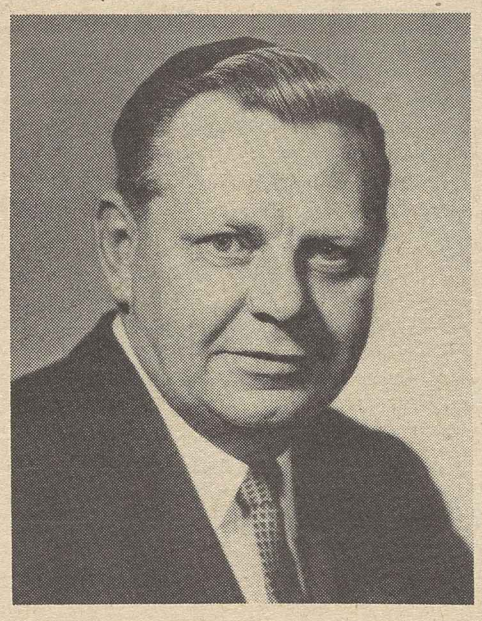
Raftery had been a member of the Painters since 1914 when he joined IBPAT Local 115 in St. Louis as an apprentice. He later served the local as a trustee and business agent. From 1925 to 1937 he was business agent of the international's District Council 2 and served as a vice president of the Missouri AFL.

Raftery was elected a vice president of the union in 1937 and secretary-treasurer in 1942. He was first elected president of IBPAT in 1952.

Among the survivors are eight children. Services were held June 23 at St. Norbert's Church in St. Louis.



LAWRENCE M. RAFTERY



WILLIAM F. SCHNITZLER

Idaho convention draws up victory plan for '84 election

Pocatello, Ida.—Delegates to the Idaho AFL-CIO's 25th annual convention explored the how-to's of achieving "More in '84," the convention's theme, in a political action workshop and in resolutions on key legislative goals.

The political action workshop featured a review of the 1982 elections and the detailing of plans for the 1984 elections by Jane Adams, acting Region VI COPE director, and Barbara Griffin, state COPE director.

They told the 160 delegates that the "victory" plan" includes a refinement of the computer lists of all union members in the state and the use of more volunteers to bolster the state federation's political effectiveness.

Gov. John V. Evans (D), addressing the convention, credited the state's labor movement with returning him to office for a second term over a Republican challenger who favored repeal of the state's little Davis-Bacon law and enactment of right-to-work legislation. Evans vetoed two right-to-work bills and four prevailing-wage repeal bills in his first four-year term.

The delegates re-elected federation President Jim Kerns to a second term, this time for four years, as the 1982 convention increased the term from two to four years. Dennis Hall of the Operating Engineers was elected the new secretary-treasurer. Glen Hatch of the Painters was elected as a new member of the executive board.

An unemployment workshop covered both the mental and physical effects of unemployment and how to effectively use the resources of the Job Partnership Training Act, which provides for training, retraining and relocation.

Retirees honored

The convention honored Walter Gray, retiring director of COPE for Region VI, and Dick Hollingsworth, the Operating Engineers regional legislative representative who retired at age 78.

The delegates set a primary goal of winning passage of legislation allowing public employee bargaining rights at the state level and also adopted a resolution urging all public employees to join unions.

Another resolution calling for abolition of the Idaho Personnel Commission, which oversees grievances of state employees, and urged establishment of an impartial system that does not rubber-stamp the decisions of state agencies.

Among other speakers were Machinists Vice President Stanley Jensen, Food & Commercial Workers Vice President Don Hofer, AFL-CIO Region VI Field Rep. Grace Carroll, Paperworkers Vice President Bill Bergren, Montana AFL-CIO Executive Sec. Jim Murry, Washington AFL-CIO President Marvin Williams, and Earl McDavid, representative of the AFL-CIO Union Label & Service Trades Dept.

CONVENTIONS

The Public Employee Dept. will hold its 1983 convention in Washington, D.C., August 25-26.

The AFL-CIO Metal Trades Dept. will hold its 1983 convention in Hollywood, Fla., on Sept. 26-27 instead of Sept. 29-30.

Double standard scored

Watchdog role called vital to ILO function

Geneva—There would be "no compelling reason for the International Labor Organization's continued existence" if its machinery for monitoring the performance of member governments is seriously weakened, AFL-CIO International Affairs Director Irving Brown warned.

Addressing the worker, employer and government delegates at the 150-nation ILO's annual assembly here, Brown denounced attempts by some governments to bar ILO investigations by invoking the principle of non-intervention in internal affairs.

"The non-intervention theme is merely a smokescreen to hide basic violations of human and trade union rights," Brown said as he spoke in behalf of American workers.

Brown pointedly recalled that member states now claiming the principle of non-intervention to oppose an ILO examination of the trade union situation in Poland "never raised the issue when the ILO acted in many other cases, like Chile, where a commission of inquiry was established."

Excuses from Poland

The recent decision of the ILO Governing Body to appoint such a commission to take up the Polish case was used as a pretext by the Polish dictatorship of Gen. Jaruzelski to boycott the ILO conference.

It also sparked a Soviet bloc attack on the impartiality of the ILO machinery for supervising observance by ILO member states of the international standards set out in the ILO conventions, or treaties, that they ratify.

Brown was joined by the government and employer members of the U.S. delegation in defending the ILO watchdog machinery against efforts to erode its effectiveness. Labor Sec. Raymond J. Donovan denounced attempts to misuse the ILO for political purposes by governments that seek to impose a "double standard for the application of ILO conventions, especially freedom of association.

"They would have us ignore the established due process procedures which set this organization apart from purely political bodies," Donovan said.

U.S. Employer Delegate Charles H. Smith, Jr., vowed that the communist attacks would not be permitted to "destroy the effectiveness of the ILO by dismantling its supervisory machinery."

One of the principal cogs of this machinery, the assembly's committee that oversees the application of the ILO conventions, ignored the attacks by pinpointing the discriminatory employment policies of Czechoslovakia's communist government. Over the protests of the Czech government delegate, the committee noted in its report the existence of "continuing reason for concern" because of the dismissals and other abuses of dissidents.

At the urging of an overwhelming majority of its members, including Edward J. Hickey, Jr., the legal adviser to the U.S. worker delegation, the committee demanded that the Czech government provide "detailed information" next year on the action it takes to end discrimination.

Child labor abuses

In his address to the assembly, Brown concurred with ILO Director Gen. Francis Blanchard's branding of child labor as a "challenge to the conscience of the world community."

"It is here that one appreciates the value of the ILO's supervisory machinery," Brown told the conference in supporting Blanchard's call for strict observance of the ILO minimum age standard.

Meanwhile, the conference adopted by consensus a model for accords governments are urged to conclude to insure that social security, old age and other benefits are not denied workers and their families because they are not citizens.

Jean Ingrao, executive secretary treasurer of the Maritime Trades Dept., represented the AFL-CIO conference team on the committee that drafted the proposed model for submission to governments.

Apartheid policy

Another member of the U.S. worker team, Executive Director Patrick J. O'Farrell of the African-American Labor Center, assured the conference that the AFL-CIO "will continue to do whatever it can within its means to help bring about the end" of South Africa's racist apartheid policy.

The suppression of liberty and trade union rights in South Africa, based exclusively on the color of a person's skin, is a blot on humanity," O'Farrell declared.

Free workers representatives on the conference's resolutions committee including Eugenia Kemble of the American Federation of Teachers, successfully diluted a politically loaded motion on Israeli policy in the Arab occupied territories with the removal of a charge of "racism" against Israel.

ILO delegation

U.S. worker delegation to the International Labor Organization's annual conference included from left, Jean Ingrao, executive secretary-treasurer of the AFL-CIO Maritime Trades Dept., Morris Paladino, executive director of the Asian-American Free Labor Institute; Irving Brown, director of the AFL-CIO Dept. of International Affairs, and Charles D. Gray of AAFLI.

New team of officers elected at Grain Millers convention

St. Paul, Minn.—The Grain Millers 18th biennial convention elected Robert Willis as the union's new president and Larry R. Jackson as the new secretary-treasurer. Willis had been the union's executive vice president and Jackson had served as vice president for the South Central district.

The convention's 212 delegates also elected Gerald Miller, vice president of the North Central district, as the new executive vice president, and Howard Roe, Larry Barber and John Andry were voted to their first terms as vice presidents.

Retiring from office on July 1 are AFGM President Frank T. Hoese and Sec.-Treas. Joseph T. Smisek, both after serving a single term in office. Hoese had served six years as executive vice president, 14 years as vice president and 13 years as AFGM Local 27 president.

Smisek was an international vice president for 12 years and president-business agent of Local 55 for 20 years.

Grim statistics

In a major address to the delegates, AFL-CIO Sec.-Treas. Thomas R. Donahue reported the grim statistics of the first two years of President Reagan's economic and trade policies. He also noted that from the five regional conferences he attended this year, he has found evidence of a revitalization of the labor movement that started with Solidarity Day I.

Donahue called on the delegates to "spread the gospel" that the labor movement "is alive and well and able to stand and fight for what it believes. It is able to plan and carry out a program of organizing, education, political action and community action. In short, we are able to contribute to the improvement of the human condition. That's what we're all about."

Industry opposition

Robert F. Harbrant, president of the AFL-CIO Food & Beverage Trades Dept., told the Grain Millers that they must overcome industry opposition in the battle for a federal grain dust standard. He added that toxic chemicals also pose a threat to AFGM members as that industry uses more than 3 million pounds of toxic pesticides annually.

Minnesota AFL-CIO President David Roe stressed the need to fend off the renewed attacks on workers' compensation and unemployment benefits. He detailed the state federation's plans for Solidarity Day III and the delegates viewed the new film promoting that observance next Labor Day.

Other speakers included AFL-CIO Industrial Union Dept. President Howard Samuel, Paul Ornburn of the AFL-CIO Union Label & Service Trades Dept., St. Paul Mayor George Latimer and City Council President Victor Tedesco.

The convention delegates adopted a resolution supporting House and Senate bills that would impose federal restrictions on plant closings.

They also backed a petition to Congress calling for amendments to the Federal Bankruptcy Act to prohibit companies to use the act as a device to withdraw unilaterally from collectively bargained contracts.

The delegates voiced their support through resolutions for the AFL-CIO policies on import tariffs and fair trade and its demands for a large-scale jobs creation program.

Guild wins job bias claims at AP

New York—The Newspaper Guild has won a $2 million settlement to cover back pay awards, legal fees and an extensive affirmative action program for women, blacks and Hispanics.

The settlement ends a 10-year dispute involving discrimination charges and suits against AP by the Guild's Wire Service Local, seven former women employees, and the Equal Employment Opportunity Commission. The consent decree submitted to the U.S. District Court here contains no finding of liability. The company said it agreed to the settlement to avoid extended litigation.

Women's award

Under terms of the settlement, women who worked for AP between Nov. 29, 1972, and June 30, 1983, will share nearly $1 million, with most of the money going for back pay based on length of service. The seven women plaintiffs will share $83,120.

When the charges were filed, AP's news staff was about 7 percent female; today it is about 22 percent. Blacks comprised about 1 percent of the news staff in 1973 and now account for only 1.4 percent of the 1,091 persons on the domestic news staff.

The news service agreed to set a hiring goal for women of 37 percent for the first 100 vacancies in the news department and one-third of subsequent vacancies for the next five years, and to seek blacks and Hispanics to fill 5 percent of all entry level jobs during that period.

Promotion goals

The agreement provides goals for promotion of women to key positions and establishes a $50,000 fund to aid women with special training outside their current assignments or for tuition and related expenses.

Blacks will share nearly $500,000, of which about $100,000 will cover back pay with the remainder used for an affirmative action program specifically designed to bring black reporters and editors to AP.

The company also greed to visit 15 college campuses annually to recruit black and Hispanic students and to have an annual internship program aimed at preparing black and Hispanic students for fulltime careers with the wire service. Upon permanent employment, each intern will be given a $1,500 signing bonus.

The AP agreed to pick up more than $500,000 in legal costs and other expenses for the union, the EEOC and the plaintiffs.

Other affirmative action provisions call for the company to publish all job-openings, make promotional opportunities known, review employees annually for merit raises and open its personnel files for monitoring purposes.

"The Wire Service Guild has fought this battle for 10 years and we are pleased with the victory," WSG President William Morrissey said. "This settlement will change the makeup of the AP's staff and its management to more realistically reflect the diversity of American society. Traditionally, AP management has been a white male bastion. It is to the credit of the current management that it is willing to change without a protracted trial period."

Personnel documents

In September 1973, the WSG charged race and sex bias in complaints filed with the EEOC and human rights agencies in five states and the District of Columbia. The claim of discrimination was based on statistical analysis of hundreds of thousands of personnel documents subpoenaed from the company, TNG said.

The EEOC in 1978 found "cause to believe" AP discriminated in recruiting, hiring and promoting female, black and Hispanic newspersons. Failing to reach an agreement with AP on an affirmative action plan, the Guild and seven women employees filed suit. A year later, the EEOC joined the suit.

Burton's widow wins contest for House seat

San Francisco—Sala Burton, a labor-backed Democrat, easily defeated 10 opponents to win a special election to the congressional seat her husband, Phillip Burton, had held until his death last April.

She trounced her closest opponent, Republican Duncan Howard, by more than a 2-1 margin and averted a runoff by winning 55 percent of the total vote cost.

Seven candidates had sought the endorsement of the San Francisco Labor Council's Committee on Political Education, but Burton was the unanimous choice.

"My husband had earned the respect, support and love of the working people of this city and across the nation," she said. "I will continue to provide working men and women with a strong voice in Washington and I will work to my utmost to earn the trust they've placed in me."

Discussing plant closings in the first America Works TV program are moderator Marie Torre, economist Richard Rahn, left, of the U.S. Chamber of Commerce, and Prof. Barry Bluestone of Boston College.

Stations in 33 cities to air America Works TV series

Labor's new commercial television series —America Works—will go on the air the Fourth of July holiday weekend with a close-up look on how plant closings affect workers, their families and communities.

The eight-week series that focuses on various economic, social and political issues confronting American workers currently is booked for 33 television markets across the country that cover about 54 percent of the nation's households.

The half-hour programs are produced by the Labor Institute of Public Affairs, the AFL-CIO's television planning and production arm.

Buffalo's WIVB, a CBS outlet, will kick off the series on July 2, followed on July 3 by Tampa independent WFTS and Harrisburg, Pa., CBS outlet WSBA.

Stations in Miami, St. Louis, Denver and Louisville, Ky., will start the series on July 9 and stations in New York, Chicago, Boston, Detroit, Washington, Cleveland, Dallas, Pittsburgh, Minneapolis, Milwaukee, Phoenix and Birmingham, Ala. will begin carrying the programs July 16-17.

Additional stations

Other stations scheduled to begin the series later in July and in August are in Los Angeles, San Francisco, Portland, Ore.; Sacramento, Calif.; Cincinnati, Atlanta, Raleigh-Durham, N.C.; Nashville, Tenn.; Orlando, Fla.; Memphis, Tenn.; Norfolk, Va.; Greensboro-Winston-Salem-Asheville, N.C., and Richmond, Va.

The format for each of the programs includes a documentary examination of a particular issue affecting workers—such as plant shutdowns, pay equity, services for the unemployed, toxic substances on the job, and voter registration—and is followed with a discussion by guest panelists with opposing points of view.

Veteran journalist and broadcaster Marie Torre of WCBS-TV in New York will be the moderator of the debates. The first program in the series explores the impact of International Harvester's plant closing in Fort Wayne, Ind. The panelists on the show will be Barry Bluestone, an economics professor at Boston College, and Richard Rahn, chief economist of the U.S. Chamber of Commerce.

Panelists appearing on future programs include former Gov. George Romney of Michigan and Bishop Joseph Sullivan of Brooklyn.

LIPA Executive Director Larry Kirkman said he expects to have about 40 stations booked for the eight-week America Works series this summer. The programs will resume next January, he said.

Each show will have six minutes of commercial advertising time—three minutes sold by LIPA to defray production costs and airing expenses, and three minutes sold by local stations carrying the programs.

National sponsor

Kirkman said Pan American Airways is the first national sponsor to buy time for the ad spots. Several AFL-CIO affiliates also have booked time as sponsors, he said.

LIPA has produced a series of spots for local union advertisers. One of these features Washington Redskins running back John Riggins, an active member of the National Football League Players Association who was chosen the most valuable player in the last Super Bowl.

House votes tax cut lid

Congressional budget deals rebuff to Reagan

Continued from Page 1

Senate, would count towards the $12 billion in additional fiscal 1984 revenue called for in the congressional budget.

While key Senate Republicans including Budget Committee Chairman Pete Dominici (N.M.) helped shape the conference agreement, Reagan told Republican leaders he "vigorously" opposes it. The President can't veto the congressional budget, but he can veto legislation that would implement it such as appropriations bills, new programs for recession victims and tax law changes.

House Republicans generally followed the President's bidding on the budget resolution but the Democratic majority held firm and it passed by a 239-186 vote.

Earlier this year, the House adopted a budget resolution that the AFL-CIO applauded for its inclusion of funds for new anti-recession programs as well as restoration of cutbacks sought by the Administration. The Senate resolution also balked at further cutbacks in domestic programs but shied away from new initiatives.

Both bodies balked at the President's proposal for a one-year pay freeze for federal civilian employees and the military. The compromise allowed funds for a 4 percent pay raise—substantially less than would be required to achieve comparability with the private sector. It would take effect next January, three months past the normal Oct. 1 date for pay adjustments.

Reserve fund

The conference agreement set aside an $8.5 billion reserve fund that could be used for the labor-supported new initiatives that were in the House version of the budget—provided legislation authorizing these programs is enacted. If not, the spending authority could not be shifted to other parts of the budget.

Included in the standby funding authority are such programs as public service jobs and new public works, mortgage payment assistance for unemployed homeowners facing foreclosure, extension of jobless benefits for the long-term unemployed, an industrial development bank and health insurance for the unemployed.

The test of the congressional commitment to its budget, AFL-CIO Legislative Director Ray Denison said, will be the action it takes to pass the enabling legislation that will free the reserve funds.

Even with the higher spending for domestic programs, the congressional budget projects lower deficits than the budget the President submitted in January. Exact comparisons were complicated by changing economic assumptions. But the congressional budget for the fiscal year starting Oct. 1 contemplates about $23.5 billion more than the President had budgeted for domestic programs, including the $8.5 billion reserve fund.

The defense budget is $268.6 billion, a rise of $24 billion but $11.6 billion less than the President had requested.

Budget figures set ceilings on spending. But in most cases the funds must be appropriated in separate legislation.

The budget resolution looks for $73 billion in new revenues over the next three years, with $12 billion for fiscal 1984. It will be up to the House Ways & Means Committee and the Senate Finance Committee to propose legislation to achieve these goals.

Senate Finance Committee Chairman Robert Dole sought a last minute change to drop the $73 billion revenue target to $59 billion. But his motion was defeated and the conference agreement was approved, 51-43.

Political ploy

The White House attempt to brand the tax cut ceiling as a tax increase was easily recognizable as a political ploy that would allow Republican candidates in the 1984 elections to attack Democratic incumbents who voted "to raise your taxes."

At one point it appeared that the tactic might splinter Democratic ranks. At a party caucus, there was grumbling at taking political risks for a bill that faced a veto even if it survived the Republican-controlled Senate.

But House Speaker Thomas P. O'Neill, Jr., and Majority Leader Jim Wright made clear their insistence that the issue is fairness and fiscal responsibility.

Noting that the taxpayers affected are those who received the biggest benefits from the two earlier rounds of tax cuts, O'Neill insisted: "It's time that the burden of Reaganomics be shared by those in the upper-income groups as well."

On the showdown, the big majority of House Democrats stuck with their party leaders. In a bid to minimize political fallout, the House adopted an amendment calling for unspecified spending cuts to match the $6 billion in added revenue.

Job recalls trail pace of recovery

New government economic signals indicate that the nation is beginning to pull out of the Reagan Recession, although the recovery is still not strong enough to generate any meaningful recall of laid-off workers.

The Commerce Dept.'s so-called flash estimate for the second quarter of 1983 was that the gross national product was growing at an annual rate of 6.6 percent after adjustment for inflation. In the first three months of the year, the real GNP rose at an annual rate of 2.6 percent. It was preceded by a 1.1-percent decline in the last quarter of 1982.

AFL-CIO Economic Research Director Rudy Oswald said the turnaround in the GNP is a welcome sign, but additional stimulus is needed to bring about a reduction in the nation's 10.1 percent unemployment rate. The upturn has not yet translated into a callback of workers who lost their jobs in the depths of the recession, he pointed out.

Layoff time lengthens

New claims for state unemployment benefits have been running well in excess of 400,000 a week for all of 1983, while the average duration of unemployment jumped from 19 weeks in April to 20.4 weeks in May, the Labor Dept. reported.

Meanwhile, the government's consumer price index for urban wage earners increased four-tenths of 1 percent after seasonal adjustment in May after rising six-tenths of 1 percent a month earlier.

The Bureau of Labor Statistics attributed more than half the index rise to a sharp increase in fuel costs. Gasoline prices rose 3.9 percent in May after climbing 5.2 percent a month earlier. Home heating fuels and utility costs climbed eight-tenths of 1 percent in May, compared with a rise of two-tenths of 1 percent in April.

For the three months ended in May, costs of basic necessities were sharply higher on an annual rate than for the comparable three-month period in 1982, BLS reported. Transportation costs were increasing at an annual rate of 9.9 percent, food and beverages at 5.4 percent, housing at 4 percent and medical care at 5.2 percent.

Oswald said sectoral problems are still clearly evident in the CPI, particularly in the basic necessities, which the Administration has failed to deal with. He cited a 9.2-percent increase in medical care costs and a 9.3-pereent jump in costs of new homes from the year-ago month.

The Commerce Dept. also reported that housing starts in May were running at an annual rate of 1.8 million units, the highest level since September 1979, an increase of 19.1 percent over April's pace.

Factory use edges up

In a separate report, the Federal Reserve Board said factories were operating at 72 percent of capacity in May, up fractionally from April, and nearly 7 percent higher from the recession low of 67.4 percent last November.

Meanwhile, the Commerce Dept. said some sectors of durable goods orders increased in May, although orders for nondefense capital goods—considered a barometer of future plant and equipment spending—declined 3.6 percent last month. Orders for defense capital products dropped 33.5 percent in May after increasing 7.8 percent in April.

High court bars bias in health benefits

Continued from Page 1

In effect, Justice Stevens noted, Congress agreed with the dissenters in that case that benefit distinctions based on pregnancy violate the ban on sex discrimination in the Civil Rights Act, and the legislation was intended to remove any doubt on the matter.

The Newport News shipyard was not alone in putting a dollar ceiling on childbirth costs for wives of employees that did not apply to other medical services available to spouses of workers. The Supreme Court's clearcut decision will thus mandate changes in many other employment-related benefit packages.

In the original case that led to enactment of the Pregnancy Disability Act, the issue was discrimination against women workers. The Newport News case amounted to discrimination against male employees, Justice Stevens noted. Under the shipyard plan, he said, "husbands of female employees received a specified level of hospitalization coverage for all conditions," but wives of male employees lack such coverage "for pregnancy-related conditions."

Free labor bids Chile halt 'brutal repression'

Continued from Page 1

"We demand that you respect the ILO convention on freedom of association of workers signed by the government of Chile," Gleason's cablegram said.

AFL-CIO International Affairs Director Irving Brown also cited Chile's violations of ILO conventions as he cabled Pinochet from Geneva to demand Seguel's release from prison. Brown was in Geneva as leader of the U.S. worker delegation to the International Labor Organization's annual conference.

Brown stressed that "communism or totalitarianism of whatever type is not combatted by suffocating free and democratic trade unionism."

As a protest of Seguel's arrest, Chile's copper workers immediately struck three of the four state-owned mines, and a coalition of union leaders called for a national strike on June 23.

Seguel's arrest followed a "Day of National Protest" on June 14 sponsored by the Workers National Command, a coalition of six large unions. It was the second protest day in a month aimed at ending Pinochet's emergency powers by seeking an immediate election of a national congress.

Economic upheaval

The workers also are demanding major government spending to create jobs and revive the economy. The Chilean economy has been on a slide since 1980, when Pinochet won 70-percent voter approval for a constitution that extended his authority until 1989.

The country has fallen into a deep recession with unemployment soaring to an average of 20 percent and the annual inflation settling in the 30-percent range. Last year, the country's gross national product declined 14 percent.

Seguel, as the union coalition leader, vowed to repeat the one-day demonstrations monthly until "we achieve a democracy."

Pinochet responded to the protests—the first large-scale demonstrations against his government in his 10 years in power—by arresting union leaders, imposing censorship on media coverage of the protests and attempting to appease the rank-and-file union members and the middle class by repatriating 128 political exiles.

Pinochet called the demonstrations a "failure" and vowed to "crack down" on dissent, "whatever the cost."

Symbolic protests

The coalition had asked that the demonstrations be symbolic protests and Seguel, while calling the protest a success, denounced the violence which included seven minor bomb blasts and the burning of two buses.

The Interior Ministry credited the protest organizers with trying to maintain peace, charging elements of the Communist Party with taking advantage of the situation and creating the violence. Five deaths and 1,350 arrests were reported that day as police used guns, tear gas, water, slingshots and armored vehicles to disperse protesters.

Since Seguel's pre-dawn arrest at the home of a fellow union leader, Hernan Mery, seven leaders of the Copper Workers' Confederation have been apprehended on charges of calling strikes at the state-owned mines, and six officials of other unions are also under arrest. Union officials said another four union leaders are being held incommunicado by the National Center of Information, Chile's secret police.

In calling for a national strike, union officials issued a statement citing repression by the government and the "economic, social and political disaster" that Pinochet's policies have produced. They also cited the "illegal and arbitrary detention" of labor leaders and the firings of workers which are "actions meant to destroy the national labor movement."

Among those arrested was Rudolfo Quinteros Soto, president of the truck drivers' union, apparently for his role in calling for the national strike to protest the arrests of Seguel and others. Four other labor leaders were arrested along with Jorge Lavandero, a former Christian Democratic Party senator, who heads a coalition of politicians opposing the Pinochet government.

Press accounts of developments in Chile reported that at the state-run copper mines, many striking union members were fired, and the government prepared to replace them from the thousands of workers on the waiting list for jobs.

Dismissals threatened

Codelco, the state-owned copper mining company, said more than 1,700 miners would be dismissed for striking illegally at the Andina and El Teniente mines in the Andes mountains and at the El Salvador mines in the northern deserts.

Union leader Hugh Estivales, acting president of the Copper Workers' Confederation in Seguel's absence, scoffed at the dismissals, charging that it would take months to train replacements in this highly skilled industry. He said this would cause production to decline, a situation Chile can ill afford. The state-owned copper mines produce nearly half of Chile's export earnings.

While Seguel is being detained, a federal judge has banned all further visits to him except by his lawyers. Journalists were not permitted to interview him.

Chile's Interior Ministry called on the public and the news media to "strictly respect" the ban on political activity in effect to help the country toward "national reconciliation." Although four radio stations briefly reported the call for a national strike, those reports ceased and none of the newspapers, television stations or other radio stations reported on the impending strike.

Return of exiles

While Pinochet was locking up the country's union leaders opposed to his regime, he sought to gain a measure of respectability on the human rights front by allowing 128 political exiles to return home.

On June 21, the repatriation of the exiles was announced. While human rights groups and Christian Democratic Party leaders welcomed news of the exiles return, they charged that the government was arbitrary in its selection of those permitted to return and that the number is inadequate. The government has said there are 10,000 exiles, while human rights groups have put the number at 35,000.

Among those exiles who will be permitted to return to Chile is former Christian Democratic Party leader Andres Zaldivar and five other former political leaders. It is the first time the Pinochet government has allowed the return of prominent opposition political leaders.

Plan to tax health insurance held bargaining interference

The Administration's attempt to limit the tax-free health insurance coverage that a company can provide for its workers and their families amounts to government interference in collective bargaining, AFL-CIO Social Security Director Bert Seidman charged.

Seidman told the Senate Finance Committee that the problem of holding down health costs should be approached directly, through the hospitals and physicians providing medical services.

He warned that imposing a "market solution" of pressuring workers through tax penalties to choose a cheaper health insurance plan would reduce the quality of care, but not the cost.

Taxing plan

Health insurance as a fringe benefit of employment is not now taxable. The Administration wants to tax insurance premiums that exceed $175 a month for family coverage.

Such a tax, Seidman protested, would penalize workers in high cost areas, fall heaviest on older workers and others with chronic ailments who would have greatly increased out-of-pocket costs, and discourage employment of older workers. Further, "it would require opening up large numbers of existing labor contracts," he said.

In separate testimony, Seidman urged the House Ways & Means Committee to clear for the House floor a bill to provide health insurance coverage for workers who lose their jobs.

The legislation the AFL-CIO endorsed has already been approved by a 34-8 vote of the House Energy & Commerce Committee, with substantial bipartisan support.

It would provide federal funding ranging from 50 percent of the cost of the program in states with 6 percent unemployment to 95 percent in states with 10 percent joblessness. Full cost would be covered for states with unemployment over 10 percent where the rate is also one-third above the national average.

Funding formula

Persons receiving unemployment compensation would have to pay 2 percent of their payments for coverage, but states could raise the requirement to as high as 5 percent. Next year, employers would be required to continue health care coverage or provide benefits equal to the federal program for up to three months of layoff.

The program is significantly more comprehensive than a measure approved by the Senate Labor Committee which provides federally funded coverage only after six months of unemployment. Employers would have to continue benefits for three months after layoffs, but workers would have to pay the full cost of insurance in the second six months.

Auto Workers Legislative Director Dick Warden, testifying at the House hearings, stressed that few unemployed workers are able to pay for health insurance after they lose their job-related coverage.

"Mortgage or rent payments, threatened utility cutoffs, merely putting food on the table are the harsh everyday realities" for the unemployed, he testified. "There is no money for health insurance . . . in the struggle for day-to-day survival."

Veto threat

In sharp contrast, the Reagan Administration growled a warning of a veto if Congress goes beyond a short-term, severely restricted health insurance plan for the jobless.

David Stockman, director of the Office of Management & Budget, said the Administration cannot accept a new "entitlement program" and objected to any added federal costs.

"We have concluded that lack of access to adequate health care is not a generic problem associated with unemployment," Stockman said. He contended that most unemployed persons are not being "denied" care.

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Newly created AFL-CIO Dept. of Occupational Safety, Health & Social Security is headed by Bert Seidman, right. Lawrence Smedley and Margaret Seminario are associate directors.

New AFL-CIO department covers social concerns, safety

AFL-CIO President Lane Kirkland announced the establishment of a new department to serve the federation—the Dept. of Occupational Safety, Health & Social Security.

The new department will oversee many of the major areas that affect the daily lives of all Americans. It will coordinate, strengthen and expand the duties and responsibilities of the previously separate Departments of Social Security and Occupational Safety & Health. The new department will be better able to monitor government actions in these combined areas and provide related assistance to international unions as well as state and city central bodies.

The department will cover health and safety on the job and will incorporate labor's concerns for government social programs, including unemployment insurance, workers' compensation, social security, Medicare, Medicaid, food stamps, and other essential public services for workers.

Kirkland appointed Bert Seidman, director of social security, to head the new department, and Lawrence Smedley and Margaret Seminario to be associate directors.

Seidman was appointed to his current post in 1966. He joined the staff of the AFL in 1948 as an economist in the Dept. of Research and remained with the department after the AFL-CIO merger in 1955. He also served as the federation's European economic representative from 1962-1966.

Smedley has been on the staff of the Dept. of Social Security since 1962 and has served as associate director of that department since 1973. Seminario joined the AFL-CIO staff in 1977 as an intern with the Dept. of Research. In 1978 she began working with the Dept. of Occupational Safety & Health as an industrial hygienist.

Kroll Memorial

Labor paid tribute to Fred J. Kroll, the late president of the Railway & Airline Clerks, at a memorial benefit for the Kroll Clinical Center that will be established at Herbert L. Orlowitz Institute at Hahnemann University in Philadelphia. Kroll died in 1981 after a five-year battle with leukemia. From left are AFL-CIO Vice Presidents Gerald McEntee and Richard I. Kilroy, Mrs. Kroll, and Federation President Lane Kirkland.

Pennsylvania delegates vote two-step per capita increase

Philadelphia—The 1,500 delegates to the Pennsylvania AFL-CIO's 24th annual convention approved a per capita payment increase to offset the impact of membership losses due to the Reagan Recession.

The convention overwhelmingly adopted a constitutional amendment that will raise the per capita by 4 cents per month to 21 cents on July 1 and to 25 cents on July 1, 1984.

High unemployment in the state has had a direct impact on the federation. With widespread plant closings and layoffs, particularly in the steel industry, there has been a decline in per capita payments.

Aggressive campaign

The state federation has had to cut back on some of its programs. But with the increased revenues, it plans to undertake an aggressive public relations campaign and to fund a planned renovation of the federation's headquarters.

Delegates tackled a wide range of other issues as they shaped policies and programs for the coming year, and heard from top state, regional, and national union, political, and government leaders.

State AFL-CIO President Julius Uehlein assailed Gov. Richard Thornburgh's proposal to cut back unemployment compensation benefits at a time when Pensylvania is experiencing double-digit joblessness.

Uehlein called the Thornburgh proposal "the most devastating anti-worker approach put forth in the history of the program." The AFL-CIO estimates that as many as 50 percent of the unemployed currently eligible would be denied all benefits if Thornburgh's plan goes through.

Thornburgh proposes severe curbs on eligibility, which he masquerades as limiting eligibility to those "genuinely attached to the workforce," Uehlein charged. "These are not college students, but garment workers, retail workers, steelworkers, laborers, construction workers, and others who have experienced erratic layoffs in the past year," he stressed.

Dubious honor

Uehlein said in a report to the convention that average statewide unemployment in Pennsylvania last year was almost 11 percent and that in the first quarter of 1983 it is averaging 13.6 percent, giving the state the dubious distinction of having the third highest jobless rate among industrial states.

Meanwhile, the state unemployment insurance fund is facing a crisis. By the end of this year, the state will have borrowed close to $3 billion and is expected to continue borrowing at the rate of $1 billion a year unless something is done.

"Currently, two dollars are paid out in benefits for each dollar paid in by taxes," a federation resolution observed. "It is clear that something has to be done because of the magnitude of the problem.

"It is important, however, that the top priority of the AFL-CIO be to maintain eligibility for those who need unemployment compensation."

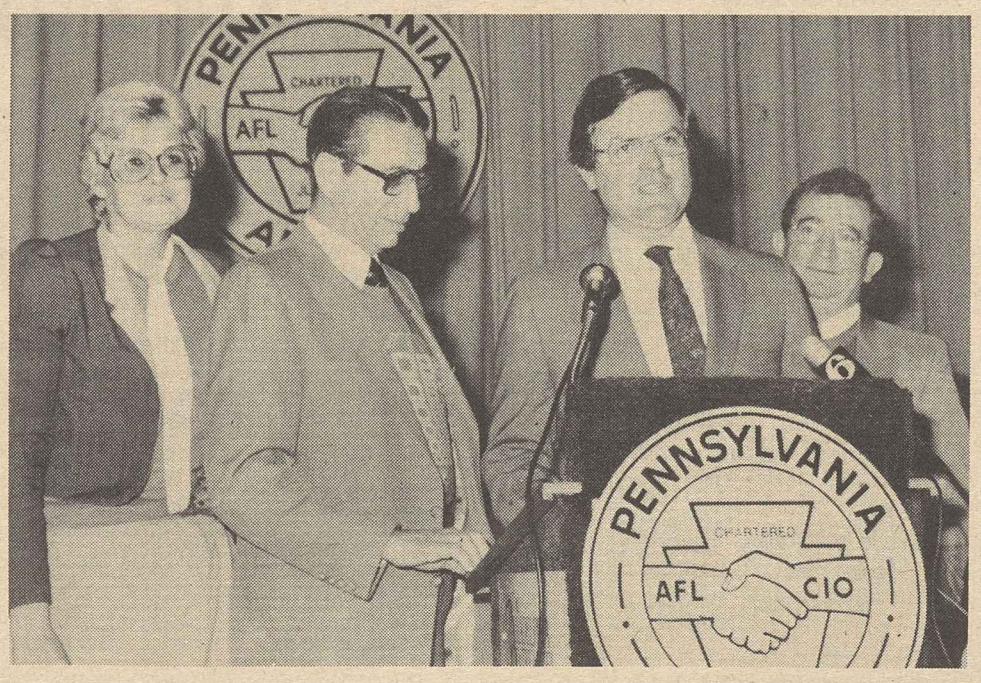
The delegates passed a resolution pledging to do everything possible to seek an acceptable solution to the crisis, one which protects eligibility and minimizes the chance of disqualification.

Other measures were approved, including one seeking new legislation to remove the tax incentives that foster plant closings, another seeking support for black trade unions in South Africa, and one calling on Congress to investigate the importation of semifinished steel for use at American steel plants. Strong support for Solidarity Day III on Labor Day also was pledged by the delegates.

Sending a message

AFL-CIO President Lane Kirkland said in an address to the convention that local trade union groups around the country already are planning more than 150 Labor Day events to send "an unmistakable message" to their representatives here and in Washington that the time for political change is at hand.

Other speakers included Ed Garvey, retiring executive director of the National Football League Players Association; Sen. John Heinz (R-Pa.); Sen. Arlen Specter (R-Pa.), and Michael Arnold, executive director of the AFL-CIO Human Resources Development Institute.



Pennsylvania AFL-CIO leaders, Sec.-Treas. Judith Heh, President Julius Uehlein and Executive Vice President Robert McIntyre welcome Ed Garvey, second from right, retiring executive director of the National Football League Players Association, to the state federation's convention.

Strong committee vote

Domestic content bill clears House hurdle

Continued from Page 1

would be 90 percent for companies selling more than 900,000 vehicles a year.

Auto Workers President Owen Bieber welcomed the committee action as clearly in the national interest.

In a letter to committee members before the vote, AFL-CIO Legislative Director Ray Denison said the legislation would generate hundreds of thousands of jobs in auto-related industries—in steel, aluminum, glass, textiles, and scores of other suppliers as well as on the assembly lines. The ripple effect would benefit the entire economy, he said.

Apart from the tax and budget battles, congressional actions affecting labor's legislative program included:

- A setback to hopes for speedy action on a House-passed bill to help homeowners avoid foreclosure if their inability to meet mortgage payments is caused by unemployment. Senators John Heinz (R-Pa.) and Donald W. Riegle, Jr., (D-Mich.) had sought to provide funds for mortgage relief through an amendment to an appropriations bill. But their proposal was tabled by a 55-39 vote after the floor manager for the appropriations bill argued that the Senate should first act on legislation to authorize the program before voting on its funding.

- Senate passage by a vote of a bill supported by the AFL-CIO stiffening penalties against corrupt officials and ousting persons convicted of abusing their trust union office, subject to reinstatement if the conviction is overturned on appeal.

- A vote in the House Agriculture Committee for a labor-opposed amendment to immigration reform legislation that the AFL-CIO and the United Farm Workers warned would lead to revival of the "bracero program" that allowed growers to import with few restrictions workers from Mexico and other countries to work in the fields. In a letter to committee members, the AFL-CIO had said such a massive foreign worker program is "not conscionable at a time of double-digit unemployment" in the United States.

Different approach

The House Education & Labor Committee is considering the same issue, however, and is expected to take a sharply different approach. While immigration legislation comes under the Judiciary Committee, the multiple referral system allows other committees with interests in parts of the bill to propose amendments that would either be incorporated in the bill or offered when the measure reaches the House floor.

- Senate approval by voice vote of changes in the 1972 Longshoremen's & Harbor Workers' Compensation Act that place a 5-percent cap on annual increases in benefits, prevent dual compensation from both federal and state programs, stiffen penalties against fraud, and restrict coverage. The House Labor Standards subcommittee has scheduled July 13 hearings on the measure.

'Stacking' of NLRB called threat to bargaining system

Providence, R.I.—America's collective bargaining system is threatened by the Reagan Administration's "politicization" of the National Labor Relations Board, Service Employees President John J. Sweeney charged.

Sweeney said the "stacking" of the labor board with right-wing Republicans "sent a clear signal to employers to flout the National Labor Relations Act at will."

Already, he warned, there has been "a substantial increase in moves to delay representation elections and a substantial increase in employees being fired for union activities."

The SEIU president is the recipient of the Quirk Institute's award for "outstanding contributions to the cause of industrial peace," and it was presented to him at the John H. Fanning Conference on Labor-Management Relations at Providence College.

Fanning, who was chairman of the NLRB when the Reagan Administration took office, was the first recipient of the industrial peace award. Sweeney said the transformation of the NLRB began with the replacement of Fanning.

Sweeney saw another "tragic" sign of the takeover by the right wing in the NLRB's decision to transfer important enforcement litigation authority away from the board's independent general counsel and put it under the duties of its solicitor, Hugh Reilly, the long-time attorney for the National Right to Work Legal Defense Foundation.

Litmus test

Sweeney said he sees the change as serving notice to NLRB attorneys and staff that they can expect to be "subjected to a continuing litmus test on political ideology."

The NLRB takeover, Sweeney charged, has been paralleled by Reagan's moves in other government regulatory agencies.

"We've seen the techniques his appointees use in the Environmental Protection Agency, with OSHA, with EEOC and with enforcement of civil rights in general," Sweeney said.

When Reagan appointees take power, he warned, they start to dismantle programs "not by the changing of laws but by subversion of the intent of laws."

Fraser new president of Bargaining Institute

Detroit—Douglas A. Fraser, past president of the Auto Workers, has been named president of the Institute of Collective Bargaining & Group Relations.

The institute is a nonprofit, labor-management foundation whose aim is to improve the collective bargaining process. The appointment was announced by the institute's co-chairmen, Machinists President William W. Winpisinger and Eastern Airlines President Frank Borman.

Fraser retired as UAW president last May 19.

EDITORIALS

Poland and Chile

ONCE AGAIN, Americans have been offered great object lessons from overseas about the importance of free trade unions to political democracies.

In Chile, the lesson has been written by the young leader of the Copper Workers' Confederation who marshalled his country's trade unions into firm opposition against the dictatorial regime of Gen. Augusto Pinochet.

In Poland, it was Pope John Paul II who once again articulated to its communist military rulers the precious truth that the freedom of association, the freedom to form trade unions, is an inherent, natural right of working men and women.

Rarely in history has the confrontation between the basic democratic ideals of free trade unions and totalitarian regimes of both right and left been so clearly defined.

In Chile, Rodolfo Seguel has gone to jail for leading strikes and demonstrations against the Pinochet junta and its repression of other union leaders. But Seguel's action also forced Pinochet to make major concessions to his democratic opposition.

IN POLAND, the communist spokesmen for Gen. Wojciech Jaruzelski whined that the Pope, by speaking of demands for individual freedoms, had broken the rules governing his visit.

The Pope spoke in Poland as he has elsewhere about freedom of association. "This right is not given to us by the state," he said. "The state has the obligation only to protect and guard it so that it is not violated."

The American Founding Fathers accepted that truth when they incorporated in the Bill of Rights to the Constitution the provision that gave freedom of association equal status with freedom of speech, freedom of religion and freedom of the press.

In Chile, as well as South Africa, the rationale for denying workers the right of free assembly is anti-communism. In Poland, the excuse given for smashing Solidarnosc, the workers' choice as a free trade union, is the defense of communism.

The truth is these states are only trying to defend tyranny against the power of workers organized by their free will into unions that will express their desires and their rights.

A Stronger Movement

LET THERE BE no doubt in anyone's mind that the AFL-CIO remains steadfast in support of the Senate-passed bill that would toughen penalties against corrupt union officials.

When the legislation was being considered in the previous Congress, AFL-CIO President Lane Kirkland made clear that the labor movement "can only be strengthened" by getting rid of crooks. Racketeers who prey on unions "are our natural enemies," he testified.

The bill the Senate passed by a 75-0 vote is good for the trade union movement and good for the nation.

Some House members have expressed concern that provisions dealing with disqualification from office impose a heavier penalty on union offenders than on business crooks.

The AFL-CIO's testimony disposed of that objection: "Union office is a calling, not a business. The morals of the marketplace will not suffice."

The Rocky Road Back

ANY SIGNS of economic recovery are welcome, but not even the most optimistic economists see the road back leading to full employment.

Some of the damage to the country's industrial base is permanent. Abandoned factories will not soon reopen, nor is there any sign yet that interest rates will come down sufficiently to make homes more affordable and to fuel healthy business expansion.

Left by itself, the economy is all too likely to reach a plateau of still high unemployment, with the prospect of another and still deeper slump ahead.

That's why we need an industrial policy, a practical check on erosion of American jobs, standby credit controls and, above all, an Administration and a Congress committed to full employment.

'Help!'

Washington Window

Hunger a growing crisis for cities across nation

By Press Associates, Inc.

The anniversary of D-Day—June 6, 1944—passed almost unnoticed this time around. Yet it still stands in history as the day the United States led the greatest armada in history across the 20-mile English Channel against a formidable foe. Courage was common. But what all remember is the incredible logistical feat of supplying the massive invasion forces under fire.

Today, America cannot even get surplus food across town to hungry people.

At least that's what some people say as they grapple with their share of what is a national crisis of poor and unemployed families.

At the recent annual meeting of the U.S. Conference of Mayors in Denver, urban leaders reported there are "increasing numbers of homeless and hungry people in the nation's cities, due principally to record high unemployment and cuts in federal funds."

The mayors said increases in the numbers of soup kitchens, food banks and other private food distribution centers have not matched the need.

Five-fold increase

Detroit Mayor Coleman Young said his city has experienced a five-fold increase in emergency food aid since 1980. In the last year, the number of people needing emergency food has doubled or tripled in Cleveland, New Orleans and Rochester, N.Y., according to the mayors' report.

In Oakland, the city can't supply supplemental food to 30,000 who need it. San Antonio said it expects the number of families needing food aid to rise from 10,000 in 1983 to 50,000 next year.

The mayors' report on hunger is backed up by another from the non-profit research Center on Budget & Policy Priorities which examined 181 emergency food programs betweeen February 1982 and February 1983.

The food programs surveyed were in and around Baltimore; Chicago; Cincinnati and Columbus, Ohio; central West Virginia; Kansas City; Nashville; New Haven, Conn.; Portland, Ore.; Richmond, Va.; Riverside, Santa Clara and Concord, Calif.; Savannah, Ga.; Seattle, and St. Louis.

The study found a 50-percent increase in the number of people served in more than half the programs examined. About one-third of the programs had doubled in size and nearly one-fourth reported having to turn people away.

More needs

The programs reported seeing more unemployed workers, more families who had run out of food and more families with children applying for food assistance compared with a year earlier. Almost nine out of ten programs said they were serving people whose food stamps did not provide enough food to last through the month.

Incredibly, the Reagan Administration continues its stand against federal aid to feed the hungry despite the overwhelming evidence that such aid as desperately needed.

The Administration has said it opposes plans like the two-year program recently approved in a 389-18 vote by the House to expand emergency food assistance. The House program would provide an estimated $152 million to distribute government surplus commodities such as dairy products, wheat, honey, corn meal and rice.

The tragic outlook is that high unemployment will continue for years to come. Upward of 20 million people are unemployed or working part-time and their money and food stamps, in many cases, do not last through the month. Several million people lack shelter and their need is taking second place to those who are hungry.

America is still the richest, the most bountiful nation in the world. Is it so weak in leadership, so poor in compassion, that it will indefinitely tolerate mass hunger?

AFL-CIO news

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Vol. 28, No. 25 SATURDAY, JUNE 25, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
American Federation of Labor and Congress of Industrial Organizations

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MEMO FROM COPE

The Dead Hand in the Senate

Voting 'Wrong' Nine Out of 10

Nearly half the 54 Republicans in the U.S. Senate have had and/or now do have ties close enough to one or another of the so-called new right groups to be considered part of the ultra-conservative movement. Indeed, many of them owe their elections to new right PACs.

The impact this large bloc has had on the product of the Senate is enormous. These members provided almost monolithic support for the Reagan economic program. They've pushed legislation to restrict worker rights and union rights, and solidly opposed legislation to expand them.

Their dead hand on the Senate doesn't need lengthy narrative description. The voting performance speaks for itself. A cadre of 26, 19 of them elected for the first time in 1976-78-80 elections when new right PACs began to flex their muscle, has run up an amazingly negative record.

The aggregate record of these 26 on the official AFL-CIO scorecard through the 1982 congressional session is 254 "right" votes, 2,477 "wrong" votes, as a group 91 percent "wrong."

The worst record among the pack is that of Sen. William Armstrong, 99 percent "wrong" with a 1-79 record. Pressing close is Sen. Don Nickles (Okla.), 98 percent "wrong" at 1-44.

Only seven have records less than 90 percent "wrong" and each of these is at 85 or higher.

(There are distinctions within this group. Some swallow the entire new right line, some most of it. Some have had and maintain almost family ties to the right, others have at least loosened the cord. Some are shrill and hysterical in attacks on their "liberal" foes, others more measured and rational. But the voting records unite them all.)

The records follow.

Right-Wing Senators Elected First Term 1976-78-80 (19)

SEN./STATE	RIGHT	WRONG	PCT. WRONG
Denton (Ala.)	3	40	93
Armstrong (Colo.)*	1	79	99
Mattingly (Ga.)	4	39	91
Symms (Idaho)	2	39	95
Quayle (Ind.)	4	40	91
Lugar (Ind.)	12	108	90
Grassley (Iowa)	5	39	89
Jepsen (Iowa)*	7	74	91
Boschwitz (Minn.)*	12	71	86
Cochran (Miss.)*	12	68	85
Humphrey (N.H.)*	5	76	94
East (N.C.)	2	43	96
Nickles (Okla.)	1	44	98
Abdnor (S.D.)	4	41	92
Hatch (Utah)	10	104	91
Warner (Va.)*	11	72	87
Kasten (Wis.)	6	38	86
Wallop (Wyo.)	12	106	90
Simpson (Wyo.)*	4	77	95
Sub-total	**117**	**1,198**	**91.9%**
Older Hands (7)			
Goldwater (Ariz.)	20	201	91
McClure (Idaho)*	17	156	90
Laxalt (Nev.)	16	133	89
Helms (N.C.)*	16	166	91
Thurmond (S.C.)*	32	258	89
Tower (Tex.)*	21	220	91
Garn (Utah)	15	145	91
Sub-total	**137**	**1,279**	**90**
Total	**254**	**2,477**	**91%**

** Seat up for election in 1984.*

NOTE: Eleven senators on the list above face re-election campaigns in 1984, along with eight other GOP incumbents. Another large cluster goes again in 1986. If the next two elections do not produce a strong pro-people majority and instead solidify the grip of the right-wingers, theirs might be the tune the nation marches to as we approach, then enter, the 21st Century.

Letters-Not-To-the-Editor Column

This is a letters-not-to-the-editor column.

It reports on some of the recent fund-raising communiques sent out by various Republican and right-wing sources to their troops.

The first is a letter-not-to-the-editor signed by Mrs. Jesse Helms. It's on pink stationery, an odd—you might even say inflammatory—color for a mailing to rightists.

It says both she and her husband, Senator Jesse, are deeply hurt by the attacks on his "personal character" by the "liberals" but that they're going to hang in there and "with your help, I am confident we will overcome them (the liberals)."

"Your help" in Mrs. Helms's letter starts at the $1,000 and $500 levels, then dwindles to $250 and on through to $15. In the return coupon enclosed with the letter, however, "your help" scales from $5,000, then to $200, then to "other."

Mrs. Helms' letter fails to mention that her husband already has his own little political committee (PAC), the National Congressional Club, that raked in nearly $10 million in the 1981-82 election cycle and probably is already ahead of that pace for the present cycle.

The next letter-not-to-the-editor is from Ronald Reagan, looking for money for the Republican National Committee, which already has enough to buy and sell the Democratic National Committee.

He warns of dire things ahead if "the Big Labor Bosses and the Democrat Party" get their hands on government. They could, he says, "overturn all the progress we have made in pulling our nation back from the brink of economic catastrophe."

Since he does not mention them, he apparently does not feel that "economic catastrophe" is quite the phrase for 12 million jobless, more hungry and homeless than at any time in 40 years, and record business failures and home foreclosures.

And he is much more modest in his goals for the GOP committee than Mrs. Helms is for her husband. The President asks a top contribution of $500.

Finally, there's a letter-not-to-the-editor from Sen. Richard Lugar (Ind.), chairman of the GOP Senatorial Campaign Committee.

He's really in a swivet. He warns that if Republicans fail to hold their Senate majority in 1984 elections, "President Reagan and his dream of a brighter, more secure future for America will be seriously damaged.

"And worse yet," he says, "Ted Kennedy could control the Senate."

If that doesn't start the money flowing into the Republican Senate Campaign Committee, nothing will.

Odds 'N Ends

HERE'S A SWITCH from one right wing group. Committee for the Survival of a Free Congress, with large corps of ultra-conservative GOP friends already members of Congress, launches effort to increase clout in Democratic Party and extend it beyond southern and Sun Belt "Boll Weevil" House Democrats. CSFC runs ads in districts of eight first-term Democrats trying to recruit conservative Democratic challengers to these incumbents in the primaries.

TWO RIGHTISTS GROUPS lodge court suit to over-rule recent Federal Elections Commission decision to restrict to $1,000 "independent expenditures" by non-party, non-candidate committees in a presidential campaign. National Conservative PAC and Fund for a Conservative Majority put more than $2 million into "independent" effort for Ronald Reagan in 1980, were looking to jump that to $10 million range if Reagan runs again in 1984.

WHO'S 'RECOVERING?' Not the hungry, say nation's mayors at recent national meeting. Mayors from every section of U.S. report number of persons going hungry in most of their cities outstrips federal, local government and volunteer efforts to feed them. Some of the figures: In Denver, more than 1,000 persons seek help at city food centers daily; hospitals report sharp rise in emergency room use by persons whose illnesses are caused by lack of food and shelter. Detroit's emergency food aid program has quintupled since 1980; 50,000 families receive surplus cheese and butter monthly. The number of persons requiring emergency food aid has more than doubled in several other major cities.

ALSO ON FOOD FRONT, recent *Washington Post* item ridicules Reagan Administration claim that federal government is buying "95 million meals a day" (a claim made as part of Administration's propaganda push to make its programs look "fair"). *Post* charges Administration assumes average food stamp recipient, for example, can actually buy a meal for the 47 cents tops that's allotted—or, in some cases, for less than 11 cents. It points out the Administration adds to the 60 million daily food stamp meals 27 million school lunches and breakfasts (more than half of which are eaten by middle-income school children), and about five million high nutrition supplements (at 33 cents a meal) for undernourished infants and low-income pregnant women. The Administration propaganda does not acknowledge that these programs already have been cut and downplays further cuts it seeks.

IT'S JACK AND JESSE in fairly close contest as favorite of right-wingers for presidency if Reagan does not run in 1984. Rep. Jack Kemp gets 34 percent of vote in write-in poll run by *Conservative Digest;* Sen. Jesse Helms (N.C.) at 25 percent, and Rep. Phil Crane (Ill.), 13 percent.

MEANINGLESS POLL, anyway, as most observers seem convinced the President will seek re-election. In fact, there are reports his political operatives will launch dry-run campaign just to have things going when he does announce second-term try.

AFL-CIO news

VOL. 28, NO. 26
SATURDAY
JULY 2, 1983

Labor presses blueprint for U.S. industrial policy

Congress acts to offset loss of veto power

By David L. Perlman

The Supreme Court's decision invalidating the legislative veto has sent Congress on divergent paths in search of a constitutionally acceptable way to disapprove Executive Branch decisions.

In the first test, on a bill authorizing funds for the Consumer Product Safety Commission, the House actually ended up adopting two conflicting alternatives and leaving the final choice to a House-Senate conference committee.

One version put to the conferees would in effect end the agency's power to issue regulations on product safety. The other would meet the Supreme Court test by making it more difficult for Congress to second-guess the commission.

Some 200 laws enacted over the past half-century allow some form of a legislative veto, in which Congress claimed the right to overturn an action taken by the President or a regulation of a government agency through a resolution of disapproval.

Different forms

A provision allowing disapproval by vote of either the House or the Senate was known as a one-house veto. If both the House and the Senate were required to pass on the resolution of disapproval, it was a two-house veto. And there was also a hybrid, in which disapproval by either the House or the Senate was final unless the other body passed a contrary resolution within a specified time—sometimes called a one and one-half house veto.

The Supreme Court opinion, joined by six of the nine justices, has been almost universally interpreted as invalidating all common forms of congressional veto because they amount to legislation without the constitutionally guaranteed right of presidential veto.

Some specific questions may not be answered until more complex cases come before the court. One such area of uncertainty appears to be the salary comparability law that sets up an elaborate system for linking federal employee pay to private-sector rates. The President can disregard the comparability finding—but only if neither the House nor Senate objects.

Strong dissent

The Supreme Court decision was written by Chief Justice Warren E. Burger, joined by five other members. There was a strong dissent by Justice Byron R. White, who protested that the decision "strikes down in one fell swoop provisions in more laws enacted by Congress than the court has cumulatively invalidated in its history." Justice Lewis F. Powell, Jr., concurred in the finding about the specific case—involving deportation of a foreign student who had overstayed his visa—but did not address the legislative veto issue. And Justice William H. Rehnquist disagreed with the decision but also shunned the broader issues.

Burger's majority decision stressed that the Constitution is "explicit and unambiguous" in specifying how legislative power is to be exercised. While the case before the court involved a one-house veto, the reasoning of the majority made clear its application to any legislative ac-

Continued on Page 4

AFL-CIO President Lane Kirkland speaks to 13th World Congress of the International Confederation of Free Trade Unions in Oslo.

At ICFTU Congress

Kirkland links peace to struggle for freedom

Oslo, Norway—The struggle for freedom of association is "the most promising road to a more peaceful and prosperous world liberated from the threat of doom that hangs over us all," AFL-CIO President Lane Kirkland told the 13th World Congress of the International Confederation of Free Trade Unions.

Introducing one of the three main themes of the congress, "Peace, Security, and Disarmament," Kirkland told the 500 delegates, observers, and advisers that people deprived of the right of freedom of association under any social system cannot restrain the power of the state to make war, threats of war, or the weapons of war.

While ICFTU affiliates are able to enter forcefully into their national debates on the allocation of resources and to restrain military adventurism, workers behind the Iron Curtain are frustrated in this regard, he said.

"How much closer we would be to peace, security, and disarmament if such movements as ours were tolerated in the Communist world—if the affiliates of the World Federation of Trade Unions were not simply the tools of tyranny and agents for the repression of the longings of the working class," Kirkland said. The WFTU is the Prague-based labor organization dominated by the Soviet Union.

"Among the peoples of the world, if not their governments, the yearning for peace is universal," he added. "Whether they have the means—through freedom of association—to express that yearning effectively is the central question of our time."

That is why, Kirkland said, the emergence of Solidarnosc in Poland was the "most hopeful event of our time." Behind the creation of the Polish free labor union was the idea of human solidarity dedicated to a peaceful process of change, he said.

Continued on Page 2

Action urged to reverse jobs decline

The AFL-CIO pressed Congress to take the lead in shaping a national industrial policy that will prevent abandoned factories and block-long unemployment lines from becoming a permanent part of the American landscape.

At hearings before the congressional Joint Economic Committee, AFL-CIO Research Director Rudy Oswald stressed the urgency of reversing the erosion of the nation's industrial base. If the slide from world production leadership is allowed to continue, he warned, a reduced standard of living for Americans will be inevitable.

Oswald and union witnesses who testified along similar lines at separate House and Senate hearings, pressed the AFL-CIO's reindustrialization blueprint.

Labor's plan envisions a policy-making National Reindustrialization Board with government, union and business representation.

The board's mission, Oswald testified, would be to develop a balanced program "to insure the revitalization of the nation's sick industries and decaying communities, while at the same time encouraging the development of new industries with promise for the future." Financing would be arranged through an agency patterned after the Reconstruction Finance Corp. of the 1930s and 1940s that would make direct loans and guarantee loans from private sources such as pension funds.

Long-term losses

In separate testimony before a House Banking subcommittee, Rubber Workers President Milan Stone testified for the Industrial Union Dept. on the long-term job losses in manufacturing.

Three-fourths of the recession job loss was in manufacturing, Milan noted, but less than half the jobs regained have been in manufacturing.

Over the past 10 years, Stone testified, there has been a one-third decrease in em-

Continued on Page 5

AFSCME wins big vote

Los Angeles—The State, County & Municipal Employees scored a major victory June 29 as thousands of clerical, service, and hospital workers at the nine campuses of the University of California voted overwhelmingly for AFSCME representation.

About 62 percent of those voting in the election cast ballots favoring the union over "no union." Two-thirds of the 30,000 employees affected by the election are clerical workers, 6,200 are service and maintenance workers, and the remaining 4,000 are in patient-care work.

The win was "the nation's biggest union election victory since 1981, when AFSCME won the right to represent 23,000 employees of the state of Florida," AFSCME President Gerald W. McEntee noted.

University administrators waged a multi-million dollar campaign using Modern Management's union-busting consultants in an unsuccessful effort to keep the union out.

The UC target was cleared and carried out with assistance from the AFL-CIO's Los Angeles-Orange County Organizing Council and was the largest single victory since the council was established in 1963.

LEGISLATIVE ALERT!
PAGE 8

The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

7/2/83

Update on Asia

The board of trustees of the AFL-CIO's Asian-American Free Labor Institute reviewed program developments at its annual meeting in Washington. AAFLI Executive Director Morris Paladino, seated next to Federation Sec.-Treas. Thomas R. Donahue, also updated trustees on current events in the Middle East and throughout Asia. AAFLI works with democratic trade unions in Asia to help them grow, and to assist in their development.

Kirkland calls struggle for freedom 'most promising road' to world peace

Continued from Page 1

The banning of Solidarnosc by the Jaruzelski regime, therefore, "far from being a step toward order and stability, is thus a setback not only to the cause of free trade unionism but to the cause of peace."

Representatives from 102 labor organizations from 79 nations and territories throughout the free world were at the meeting. With 136 affiliates in 96 countries representing some 85 million workers, the ICFTU is by far the most representative trade union body in democratic nations.

Also on the 16-member U.S. delegation were Sec.-Treas. Thomas R. Donahue, International Affairs Director Irving Brown and four AFL-CIO vice presidents—Douglas A. Fraser of the Auto Workers, Thomas W. Gleason of the Longshoremen, Joyce D. Miller of the Clothing & Textile Workers and Albert Shanker of the Teachers.

Others included William C. Doherty, Jr., executive director of the American Institute for Free Labor Development; former AFL-CIO Vice President William C. Doherty, Sr.; Morris Paladino, executive director of the Asian-American Free Labor Institute; Patrick O'Farrell, executive director of the African-American Labor Center; Charles Gray, deputy executive director of AAFLI; James Baker, AFL-CIO deputy European representative; Tom Kahn, assistant to the AFL-CIO president; Paul Barton, an international representative of the AFL-CIO, and Rachelle Horowitz, COPE director for the Teachers.

Financial look

Donahue chaired the congress's Committee on Finances and Program.

Fraser, in remarks on another major theme of the congress, "Full Employment and an End to Poverty," declared that free labor movements have an obligation to advance policies and solutions to maximize employment.

Fraser stressed that no country or trade union can "go it alone," but must cooperate with other nations and unions to reverse some of the more damaging trends that are now visible in the world economy.

The problems of trade are of paramount importance, he declared. Relations between nations with competing interests are becoming increasingly difficult, he said. These problems will not be solved by repeating the slogan of "free trade," he warned.

Fraser agreed with the ICFTU's 1983 World Economic Review that trade is not free and never will be. Trade differences should be settled on the basis of fairness and equity, he said. If private enterprise cannot provide jobs, government must take steps to do so.

An ICFTU position paper declared that full employment and an end to poverty must become the main objectives of international economic policy.

Increasing the gap

"In the developing countries, the growth policies of the '50s and '60s did not have the anticipated 'trickle-down' effect," the ICFTU said. "They increased the gap between rich and poor countries, between rich and poor people.

"They did not prevent a catastrophic, worldwide economic recession. The ensuing monetarist experiments have had a disastrous impact on employment. In the industrialized countries, they have served to justify an anti-trade union policy and threaten acquired social rights."

Brown, addressing the week-long conference on the third major theme, "Trade Union Rights," said the meaning and significance of Solidarnosc for those who are struggling to achieve a strong free trade union movement goes well beyond the borders of Poland.

"The rippling effects throughout the world, inclusive of the Soviet orbit, cannot be underestimated," he said. "It must reinforce us in our belief that, irrespective of the economic and social regimes, the hope for change can and must come from the almost biological urge of workers everywhere to have a decisive voice in their own destiny through a system that guarantees the right of freedom of association."

Demonstration of hope

What is even more significant, Brown said, is that the workers and leaders of Solidarnosc demonstrated that the hope for freedom and peace can only come when such movements can continue to exist on the other side of the Iron Curtain. This was demonstrated at the Gdansk Congress in September 1981, when a motion was adopted for the reduction of the Polish military budget, he noted.

"The Polish workers demonstrated that only the guarantees of freedom can permit a real worldwide peace movement which can be effective," he said.

Among other speakers at the congress, Director Jerzy Milewski of Solidarnosc's Coordinating Office Abroad said Poland's free trade union movement "lives on and remains active" because the social, economic, and political conditions that led to its birth in 1980 still exist.

"What's more, working conditions and wages have deteriorated notably during the state of war," said Milewski, whose office is in Brussels. "The socio-economic crisis in Poland has become more acute. It has taken on dramatic proportions. Authority is wielded through lies, repression, and the trampling of human dignity."

Milewski brought to the delegates a message from Lech Walesa, former chairman of the Polish free trade union movement, expressing thanks to the ICFTU and its affiliates "for your concrete assistance, your solidarity, and your big heart" during Solidarnosc's days of ordeal.

Walesa stressed that, though banned, Solidarnosc is far from being counted out.

"The August 1980 strike at the Gdansk shipyard initiated a process of change that cannot be detained by force," he said. "We do not anticipate a sudden change in our situation. We are realistic.

"We know that the road leading to the fulfillment of workers' and citizens' rights in Poland will be arduous and lengthy, but we will not cease to struggle for these rights," Walesa said in his letter.

Ralph O. Johns dies, ITU Journal editor

Colorado Springs, Colo. — Ralph O. Johns, Jr., longtime associate editor of the Typographical Journal, died at his home here June 7. He was 62 and had suffered a heart attack several weeks earlier.

Johns was appointed to edit the Journal 24 years ago by former Sec.-Treas. William Cloud.

Johns became an ITU member and journeyman printer in Bogalusa, La., in 1947. He later settled in the San Francisco area, where he worked at the Chronicle as a linotype operator. He remained a member of Bay Area Typographical Local 21.

Chile's unions vow continued mass protests

Chilean labor unions protesting the iron rule of Gen. Augusto Pinochet vowed to continue their protests against the nation's military dictatorship despite a wave of arrests of their leaders and supporters.

The unrest which broke out last month following a "Day of National Protest" reflects a fundamental political shift in the country toward democracy. Workers and other repressed groups are demanding sweeping economic and labor reforms.

Free unions throughout the Western Hemisphere continued to pledge strong support for the demonstrations, and called on the Pinochet regime to bring an end to the repression.

"Arrests of union leaders solve nothing but give further proof that your government's only answer to basic human rights demands is suppression and more suppression," Gen. Sec. Herman Rebhan of the International Metalworkers' Federation declared in a telegram to Pinochet following the arrest of Hugo Estivales, deputy president of the Copper Workers' Federation.

Leaders arrested

The junta's arrest of Estivales came on the heels of the arrest of the head of the copper workers' union, Rodolfo Seguel, and other leaders of the opposition movement in Chile. Seguel has appeared in court, but is still being held in custody.

Rebhan promised the IMF would continue to maintain "maximum pressure to ensure that events in Chile remain in the spotlight of international trade union concern."

Meanwhile, the Workers' National Command — an umbrella organization of Chilean trade unions—called off a general strike begun June 23, saying it hoped the Pinochet government would meet with its representatives to discuss their problems and demands. The three-day action was backed by the Confederation of Independent Truck Owners, and marked the first time a national strike had been called in Pinochet's 10 years of rule.

Union leaders said they were uniting for future strikes, and that protests would continue monthly.

Chile's economy under Pinochet has worsened. Unemployment has soared to 20 percent and inflation over 30 percent.

labor studies

Classes in grievance arbitration techniques and corporate research and strategy will highlight activities at the George Meany Center for Labor Studies in July. Three AFL-CIO unions, departments and the American Institute for Free Labor Development will use the campus for their own training programs.

Also, registration is open for classes in August on newswriting and editing and on organizing techniques. The schedule:

Corporate Research & Strategy, July 17-20—A program cosponsored with the Food & Beverage Trades Dept. on gathering and analyzing information on public and private corporations for use in developing organizing strategies.

Arbitration: Preparation & Presentation, July 24-29—An institute concentrating on the presentation of cases before professional arbitrators. The exercises are video-taped so participants can evaluate their own performances.

Newswriting & Editing for Union Publications, Aug. 7-12—A workshop for union editors seeking to make their publications more readable and more useful to their unions.

Organizing Techniques, Aug. 14-19—An institute on the elements of successful organizing campaigns.

Affiliates using the studies center for their own staff training are the Railroad Signalmen, July 10-15; Flight Attendants, July 17-22 and 25-28; and Fire Fighters, July 31-Aug. 5.

The AFL-CIO Dept. of Community Services has scheduled a training session July 5-7 and the Building & Construction Trades Dept., July 10-15.

The AIFLD is host to 40 Spanish-speaking trade unionists from 16 Latin American countries. They'll be on campus studying trade union leadership techniques until July 22.

For more information about these and other labor studies programs contact Fred K. Hoehler, Jr., executive director, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. Telephone, 301/431-6400.

ILO report condemns Soviet bloc violations of basic human rights

Geneva—The International Labor Organization's annual assembly adopted a report denouncing Soviet bloc flouting of trade union rights and threw out a politically loaded resolution calling Israel "racist."

These developments marked the closing stage of the three-week conference of 1,850 worker, employer and government delegates and advisers from 138 of the ILO's 150 member countries.

New Zealand Labor Minister James B. Bolger, in his closing address as the assembly's president, said the conference action constituted rejection of the "approach which seeks to use this organization to achieve political victories rather than practical solutions."

President Lane Kirkland joined the AFL-CIO delegation backstopping U.S. Worker Delegate Irving Brown, director of the federation's Dept. of International Affairs, to witness the shift from the "politicization" that had led to the U.S. withdrawal from the ILO in 1977. It returned in 1980 in response to ILO efforts to redress the situation.

Effective campaigning by free workers and employers among fellow delegates from Third World countries helped swing the votes that shattered the "automatic majority" the Soviet and Arab blocs had been able to muster in the past for political objectives.

Two ballots

In the first of two key secret ballots, the assembly ratified by 263 votes to 4, with 164 abstentions, a report from its watchdog committee pinpointing violations by Czechslovakia's communist government of the ILO pact outlawing discrimination in employment for political, racial or religious reasons.

The Soviet bloc was infuriated because the report placed Czechslovakia in the same category as Chile and Turkey as violators of ILO standards on trade union and human rights they had freely accepted.

"This decision is a uniquely scandalous event in the history of the ILO," Hungarian government delegate Tamas Marton protested, arguing that the "socialist" countries were being victimized in the ILO.

Edward J. Hickey, Jr., legal adviser on the AFL-CIO team, rejected that charge in his address to the assembly as spokesman for worker delegates on the Application of Conventions committee that prepared the report.

"All countries—East and West, North and South, the highly industrialized and the developing states—were treated alike," Hickey said.

"We found it regrettably necessary" to draw attention to Czechoslovakia, Chile and Turkey because of the "concern shown by the workers in particular and the committee as a whole for the need for remedial action," he said.

Failed strategy

Many delegates believed that the Soviet bloc lost Third World votes when it attempted to picture developing countries as fellow victims of discrimination on the application-of-conventions issue.

Hickey told the assembly that a communist-sponsored memorandum calling for reform of the machinery supervising the observance of ILO standards was "entirely gratuitous and paternalistic."

Developing countries, he continued, had proved they were capable of defending their own interests by "speaking up forcefully in support of the existing supervisory process" when the memorandum was discussed in committee. No action was taken on it.

Eugenia Kemble of the American Federation of Teachers helped swing the assembly against the misuse of the ILO when she denounced the attacks on Israel as a "distraction from real labor work" that is the ILO's mission. She stressed the time lost from constructive work because the Arab tactic of presenting resolutions condemning Israel deviated from the "way we discuss the behavior of all other member states" under the established supervisory machinery.

She said the vote on the anti-Israeli resolution would show whether "this organization still stands for a single set of labor standards and a due process machinery that will monitor their enforcement." The 186 abstentions recorded in the vote left the resolution 15 short of the required quorum and thus killed it.

Vocational standards

Meanwhile, the conference proceeded with its substantive work by adopting a convention that sets new international standards on vocational rehabilitation and equal employment opportunities for the disabled.

A preliminary study of how ILO member states can best gain international cooperation to promote employment was completed in preparation for a formal recommendation at next year's conference.

The conference also drafted a detailed program of ILO action to help Third World countries in particular insure that their progress in industrialization is matched by improvements in the lifestyles of workers and their families.

Eugenia Kemble of the Teachers and Edward J. Hickey, Jr., legal adviser to U.S. worker delegation, at the ILO conference in Geneva.

Convention

The 15th Constitutional Convention of the AFL-CIO will take place in Hollywood, Fla., beginning Oct. 3, 1983.

The meetings of the convention will be in the Diplomat Hotel.

Economic index continues up, but job outlook remains bleak

The economy continued to show signs of improvement as the government's index of leading economic indicators rose in May.

Buoyed by gains in retail sales, factory orders, industrial output, and housing starts, President Reagan told a televised news conference June 28 that the Administration had revised its projection for economic growth this year to 5.5 percent, up from the 4.7-percent increase it had projected in April.

The official unemployment rate, however —at 10.1 percent in May—remains at a historically high level as the nation struggles up from the recession that began in July 1981.

And for the same month, the country's merchandise trade deficit with the rest of the world reached a record $6.9 billion as oil imports rose sharply and exports fell. The May trade deficit substantially exceeded the previous monthly high of $6.5 billion recorded in August 1982. The deficit was $4.6 billion in April, and deficits have averaged $3.6 billion a month during the first quarter of this year.

Even if recovery is as speedy as Administration officials say it will be, high unemployment promises to linger for some time to come. Reagan economists forecast the jobless rate will drop only to 9.6 percent in the fourth quarter of this year and to 8.6 percent late in 1984.

The 1.2-percent rise in the leading indicators was the smallest gain this year. There has been only one interruption in the improvement of the index through the past year. Designed to foretell economic trends, the index accelerated in January as the recovery appeared to emerge.

A pickup in consumer spending is encouraging durable-goods manufacturers to consider buying new equipment, but many are still holding back on orders. May orders for machine tools rose 28 percent from the year-earlier level, the National Machine Tool Builders' Association reported.

The year-earlier level was weak, however, and despite the gain the May order rate was less than a third of machine tool industry capacity, an indication of the depth of the depression in production machinery.

In other economic news, the Bureau of Labor Statistics reported that "real" average weekly earnings rose a seasonally adjusted six-tenths of 1 percent in May, boosted by increases in average hourly earnings and average weekly hours.

Real earnings are wages adjusted for the impact of inflation since 1977. Since May 1982, real earnings have risen 1.6 percent.

Two timber unions strike 16 plants of Louisiana-Pacific

Portland, Ore. — Two timber unions struck Louisiana-Pacific Corp., the nation's third largest lumber producer, after the company pressed for wage rollbacks and other concessions.

The unions—the Western Regional Council of the Lumber, Production & Industrial Workers, an affiliate of the Carpenters, and Western Region Council 3 of the Woodworkers—are bargaining jointly with the firm as they did last month with seven other major lumber producers.

A tentative agreement worked out with the seven companies is now being voted on by the unions' 21,000 members who would be covered by the pact. The results should be known by mid-July.

Louisiana-Pacific and two other wood products companies dropped out of the employers' group that negotiated with the unions this year. The two other firms, International Paper Corp. and ITT Rayonier, agreed, however, to accept whatever agreement was reached by the seven companies.

The walkout at 16 Louisiana-Pacific plants in California, Washington, and Oregon began on June 23, and involves some 1,550 lumber workers. Most of the workers are represented by LPIW.

LPIW Exec. Sec. James S. Bledsoe said the company is asking for wage rollbacks of 8-10 percent, staggered anniversary dates of contracts at different plants, and a shorter contract term.

"It's a complete retrogression that we aren't going to accept," he said.

ILO appoints panel for inquiry on Poland

Geneva—Three widely respected legal experts have been named by the International Labor Organization to a commission of inquiry on Poland's suppression of trade union rights.

At a brief sitting following the session of the ILO's annual assembly of member states, the organization's Governing Body ratified Director Gen. Francois Blanchard's nominee for the inquiry, the toughest action the 150-nation agency can take against a wayward member state.

Only the Soviet Union and the four other communist delegates on the 56-member Governing Body opposed the appointments. However, Soviet government spokesman Leonid Kostine conceded that he was not challenging the integrity of the experts when asking for a vote on their appointment but simply confirming the Soviet bloc's opposition to the inquiry.

The commission's chairman is Nicola Valticos of Greece, a retired ILO assistant director general who dealt with the application of the ILO's standard-setting conventions. The other members are Andreas Aguilar of Venezuela, who has served as president of an ILO assembly, and Jean-Francois Aubert, a law professor of Switzerland's University of Neuchatel.

Conventions violations

Charges that Poland is in violation of the ILO conventions on freedom of association and the right to collective bargaining were brought by the International Confederation of Free Trade Unions and other labor bodies.

At the same sitting, the Governing Body established a committee from among its worker, employer and government members to examine a complaint from Chile's National Trade Union Coordinating Council that the Chilean government is contravening ILO conventions on employment policy and working conditions, including the one banning forced labor.

While objecting to the ILO action, the Chilean regime of Gen. Augusto Pinochet notified the Governing Body it would cooperate with the committee.

Asked for comment by a reporter, U.S. Worker Delegate Irving Brown recalled that Poland has said it would refuse to have anything to do with the ILO investigation into its treatment of trade unionists.

"It is a strange day," Brown remarked, "when a government of one of the countries that boast of being a workers' paradise is given a lesson on the responsibilities of ILO membership by the Pinochet dictatorship."

Aircraft hazards cited

Fire Fighters President John A. Gannon charges at a news conference that the Federal Aviation Administration has been negligent in failing to require fire safety standards for aircraft interiors and allowing airports to operate without adequate fire and rescue units.

Fire Fighters accuse FAA of neglect on aircraft safety

President John A. Gannon of the Fire Fighters charged the Federal Aviation Administration with "years of neglect" in not requiring installation of non-toxic and non-flammable materials in airplanes and urged Congress to hold hearings to find out why the FAA has not acted.

At a press conference on June 24, Gannon said, "The FAA has been researching materials which can reduce toxicity and flammability since the early 1970s, but there are still no requirements for airlines to install materials that are non-toxic and non-flammable."

Timely announcement

Three days later, the FAA announced it will begin developing regulations to require installation of so-called flame blocking seat covers. FAA Administrator J. Lynn Helms said his agency would issue a "formal notice of proposed rulemaking" in July, beginning the regulatory process.

Gannon, at the press conference, citing the Air Canada disaster on June 2 in Cincinnati in which 23 persons died from the toxic fumes of an aircraft interior fire, urged Congress "to demand that the FAA take actions to improve aircraft safety."

Gannon also scored the agency-commissioned study that suggested a procedure under which hundreds of airports could be certified without regard to their having adequate crash/fire units.

Gannon charged the approval of such a proposal "could further jeopardize the safety of aircraft passengers during an emergency situation."

The proposal, which could allow the reduction or elimination of crash/fire units, is based "on a false idea of economy," the IAFF president warned. He added that the FAA has hindered the development of more "effective interior aircraft fire fighting and rescue efforts" because it has not kept pace with the technological advances in protective clothing and equipment for fire fighters.

Gannon said there is a wide variation from airport to airport in the quality of clothing and equipment. He noted as an example that FAA does not require fire fighters to wear self-contained breathing apparatus and as a result this equipment is not usually furnished.

The IAFF represents several thousand fire fighters at federal airports throughout the country.

Court trims power

Congress seeks ways to counter veto ruling

Continued from Page 1

tion that bypasses a presidential veto unless specifically provided for in the Constitution.

Apart from legislative veto provisions, Congress has often used the appropriations process to dictate to government agencies, although such legislative riders normally are valid only for the fiscal year covered by the appropriation.

Thus, the Supreme Court decision presumably invalidates action by Congress disapproving a Federal Trade Commission rule requiring used-car dealers to disclose known defects to purchasers. But Congress might choose to amend an appropriations bill for the FTC to specify that none of the funds shall be used to promulgate or enforce such a regulation.

Congressional attitudes toward the legislative veto have tended to be pragmatic, with conservatives often seeking to curb regulatory agencies they see as tough on business and liberals sometimes supporting curbs on a president whose policies they disapprove.

That was certainly a factor in the House action on the Consumer Product Safety Commission. Business groups would like to see the agency scuttled, and under the Reagan Administration its budget has been slashed by one-third. The influence of the business lobby was reflected in a House vote rejecting funding increases proposed by the Energy & Commerce Committee.

Showdown set

The Supreme Court decision invalidated the one and one-half house legislative veto that Congress had written into the Consumer Product Safety Act. That set the stage for a showdown between the conflicting proposals of Rep. Elliott H. Levitas (D-Ga.) and Rep. Henry A. Waxman (D-Calif.), floor manager of the bill and a supporter of the agency.

Levitas sought to require the commission to come to Congress with a proposal for a new regulation. It would then be up to Congress whether to enact legislation to implement the proposal.

Waxman countered with a plan that would give Congress 90 days to review a regulation. To prevent it from taking effect, both the House and Senate would have to pass a resolution of disapproval which would require either the President's signature or a two-thirds vote to override a presidential veto.

The showdown never came. Both amendments were passed by voice vote. They will be considered in conference with the Senate version of the legislation which was passed before the Supreme Court decision and therefore does not deal with the legislative veto issue.

As the Supreme Court cleared its docket for a summer recess, there were some other decisions of special interest to labor:

- A unanimous Supreme Court said New York State was within its rights in requiring employers to pay pregnancy-related disability benefits during a period when they weren't required by federal law.
- The court ruled against the National Labor Relations Board and against labor's position in a case involving distribution of handbills by the Florida Gulf Coast Building Trades Council. The handbills urged shoppers not to patronize the mall because of non-union construction of a department store there, in breach of a promise made by the mall's owner. The Supreme Court said the NLRB was wrong in reading the Taft-Hartley Act as allowing such handbilling to publicize a dispute without going into the issue of harm to neutral parties. But it left open for possible future consideration the issue of First Amendment free speech rights, which the union brief had emphasized.
- Without comment, the Supreme Court let stand criminal convictions of six air traffic controllers who were prosecuted under a federal sedition statute for their participation in the 1981 strike. The controllers, all from the Dallas-Ft. Worth area, charged they were singled out for prosecution because they were union officials.

Food Workers okay settlement of Wilson strike

The Food & Commercial Workers ended six weeks of negotiations with the Wilson Foods Corp., by accepting "economic modifications" in their master agreement contract.

Approval of the pact resolves a three-week strike at seven of the company's pork processing plants in the midwest. The striking workers returned to their jobs this week.

The new agreement, which was recommended by the union, was approved by 55 percent of those taking part in a June 26 ratification vote. Details of the new agreement have been withheld by both sides until after a federal bankruptcy judge has reviewed and approved or rejected the settlement terms.

The strike of more than 5,000 UFCW workers against the nation's largest pork processor came after Wilson unilaterally slashed wages 40-to-50 percent after it filed for protection under federal bankruptcy laws in April. The company said it took the action to stay competitive with other firms in the industry.

At the time, the union contract called for a wage-and-benefit package of $17 an hour, including a base pay rate of $10.69 an hour. Besides cutting hourly pay to $6.50, Wilson reduced future monthly pension benefits from $15 to $8 a month times years of service, eliminated two paid holidays, reduced night shift premium pay and weekly work guarantees, and changed health insurance and sick leave provisions.

The union denied Wilson's charge that labor costs had made the company uncompetitive, and said the company's financial problems grew out of market factors totally unrelated to the contract.

Wilson, which once was a unit of the LTV Corp., started posting deficits last year and for the first nine months of fiscal 1983, which ended Apr. 30, it ran up a loss of $25.8 million on sales of $1.74 billion.

Senate kills $700 cap on tax cut

The Senate rebuffed labor's appeal to "restore an element of fairness to the income tax system" and defeated a House-passed bill that would have set a ceiling of approximately $700 on the final step of the income tax cut.

President Reagan had threatened to veto the bill and the Senate's 55-45 vote closely followed party lines. Only three Republicans—Senators William Cohen (Me.), John Heinz (Pa.) and Arlen Specter (Pa.)—joined 42 Democrats in voting for the tax cut ceiling. Four Democrats—David Boren (Okla.), Howell Heflin (Ala.), J. Bennett Johnston (La.) and Edward Zorinsky (Neb.) voted with 51 Republicans to defeat the bill.

A letter to senators from AFL-CIO Legislative Driector Ray Denison before the vote challenged Reagan's attempt to brand the bill a tax increase on the middle class.

Nine out of 10

The ceiling of $720 on a joint return would not affect nine out of 10 taxpayers, the letter stressed, and only "the upper crust of taxpayers" who pocketed the most from two previous rounds of tax cuts would not receive the full scheduled reduction.

The letter, concurred in by leaders of allied organizations, urged the need for revenue "to help the many victims of the recession."

At his televised news conference the night before the Senate vote, Reagan called on Congress to "concentrate on restraining spending" and denied that his economic policies are designed to help the rich.

"What I want to see above all," Reagan insisted, "is that this country remain a country where someone can always get rich."

Fiscal neglect

The Senate's rejection of the tax cut ceiling put in jeopardy the congressional budget commitment to raise $12 billion in new revenue for the 1984 fiscal year, $15 billion the following year and $46 billion in Fiscal 1986.

The budget resolution directs the Senate Finance Committee and the House Ways & Means Committee to come up with recommendations to meet those goals. But Finance Committee Chairman Robert Dole (R-Kan.) told the Senate bluntly that there is "no way" his committee can meet its budget resolution obligations. He had tried but failed to get the Senate to lower the revenue target when it took final action on the budget resolution. Dole, nevertheless, was one of the Republicans voting against limiting the tax cut.

The House, meanwhile, approved Interior Dept. appropriations that Republicans warned would run into a presidential veto because it provides more money than the Administration wants to spend for an assortment of programs, including the National Foundation on the Arts & Humanities as well as conservation projects. A Republican amendment to cut funding 4 percent to bring the funding closer to the President's position was narrowly beaten, 213-206.

The bill also bars Interior Sec. James G. Watt from moving ahead with the sale of controversial oil and gas leases off the coasts of California, Florida and New England.

House leaders will call up a health insurance bill for the unemployed after a weeklong recess covering the Fourth of July period. The Ways & Means Committee approved federal grants to states to cover benefits for the jobless, after rejecting a Republican proposal to finance the program by taxing employer-paid health insurance premiums over $175 a month.

Interest tax

Still on hold is a bill to repeal the withholding tax on dividend and interest income that was supposed to take effect July 1. But the Treasury Dept. put off implementing the withholding provision in anticipation of congressional action. The Senate had amended a House-passed repeal bill by adding to it tax changes to let in more duty-free Caribbean Basin imports, a trade reciprocity measure, and the Administration's urban enterprise zone proposal of tax credits and incentives for business.

The AFL-CIO opposes all aspects of the bill.

Union foe quits Housing Dept. post under fire

It was a rough week for some of the Reagan Administration's "fox-in-the-chicken-coop" appointees.

At the Dept. of Housing & Urban Affairs, Baker Armstrong Smith quit under fire as Assistant to the Secretary for Labor Relations.

Smith had been executive director of the rabidly anti-union Center on National Labor Policy before joining HUD. His specialty was letters seeking funds to counter "ruthless union bosses."

At HUD, Smith became embroiled in a double controversy. As a policy-level executive, he turned out to be enormously charitable to HUD contractors found to have violated federal wage laws, including the Davis-Bacon Act. A Washington Post investigative reporter, Howard Kurtz, found that Smith had overruled staff recommendations for fines or disbarment from future contract bidding in 100 of 133 cases.

Building trades unions charged he was out to do a "hatchet job" on labor.

Smith was also under fire for ousting career HUD employees with union ties, through dismissals on trumped-up charges or by manipulating to abolish their jobs.

Just before his resignation, the government's Merit Systems Protection Board ordered two HUD employees reinstated, and a hearing examiner said Smith's testimony was evasive and his actions showed "anti-union animus."

Smith was reportedly under subpoena for further questioning by the board when he resigned.

Meanwhile, two House subcommittees resumed hearings into the role of National Labor Relations Board Solicitor Hugh L. Reilly and NLRB Chairman Donald L. Dotson, who was Reilly's boss at the Labor Dept. and brought him over to the NLRB earlier this year.

Twin investigations

The Subcommittee on Labor-Management Relations, headed by Rep. William Clay (D-Mo.), and the Manpower & Housing subcommittee under Barney Frank (D-Mass.), have been probing the NLRB's decision to take enforcement litigation powers and control over a large staff of attorneys away from the independent office of the general counsel. The board majority voted to put the enforcement machinery under the solicitor's office.

Reilly became a staff attorney for the National Right to Work Committee before he came to the Labor Dept., and testimony at the earlier hearing showed that he had continued as the attorney in charge of a lawsuit against the Communications Workers while working as executive assistant to Dotson at the Labor Dept. He was also, for a time, acting director of the department's Division of Compliance & Enforcement, which oversees union elections and union internal audit functions.

Dotson, it turned out, had expressed in letters to law journals anti-union views similar to the "right-to-work" position.

Clay expressed concern at the start of the second round of hearings that the reorganization at the NLRB appeared to be "politically motivated." It raised a question, he suggested, whether the Administration believes in "the fundamental right of workers to organize and bargain collectively," which the NLRB "was created to protect."

Further questioning of Reilly and Dotson brought out these facts:

- Dotson was aware that Reilly was continuing as counsel in a "right-to-work" suit against a union while he was working at the Labor Dept. and did not question the propriety.
- Labor Sec. Raymond J. Donovan asked a department attorney to look into the situation after it had come to his attention, but Reilly wasn't directed to sever his ties. It was, however, "suggested" that he might "consider" doing so. He stayed on the case for another year-and-a-half only because no one else at the National Right to Work Legal Defense Foundation was able to take over, he said.
- Dotson had told Reilly of his plan for the NLRB reorganization before bringing him over as solicitor. But Reilly hasn't yet been given any responsibilities to implement the reorganization and anticipates that one of the two other attorneys in the solicitor's office will deal with the changeover.

Questioning of both Reilly and Dotson elicited a revised version of the aborted plan for Reilly to be "detailed" back to the Labor Dept. before the NLRB reorganization went into effect.

The arrangement

Dotson testified that Reilly had told him he wanted to quit and had arranged to go back to the Labor Dept. for an interim period before leaving government. Then came the letter from a second-level Labor Dept. official expressing an "urgent need" for Reilly's services and the immediate agreement of the NLRB to let him go.

But Donovan vetoed the move when he heard about it. Reilly said the Secretary subsequently assured him that the refusal to take him back wasn't made on "ideological grounds," but because Donovan felt "he should have been informed in advance" about the plan.

Reilly denied a suggestion by Congressman Frank that he had been "left to twist slowly, slowly in the wind."

He's still at the NLRB, he indicated, with no immediate plans to leave.

Labor spells out proposals for national industrial policy

Continued from Page 1

ployment in such basic industries as steel, auto, tire and machine tool manufacturing. The result, he said, has been "smokeless smokestacks and empty plants in Birmingham, Baltimore, Akron, Gary, Detroit, Buffalo, Cleveland, Chattanooga, Pittsburgh and other industrial centers."

Stone contrasted the "hands-off" policy the United States has taken toward industrial development with the "aggressive industrial and trade policies" of other nations, including low-cost credit, protection from import competition and government assistance in technology development.

At Senate hearings on the role of technology in promoting industrial competitiveness, Assistant Director Arnold Cantor of the AFL-CIO Dept. of Economic Research cited the helping role of government in the earlier stages of this nation's development.

"Public canals and roads, and private railroads and airlines were built with government assistance," he noted. "Federal mortgage insurance spurred mass production of housing, and federal rural electrification loans advanced American agriculture."

Loan aided recovery

The RFC loans that helped lead the economy out of depression also financed wartime defense production and helped the postwar industrial expansion, Cantor and AFL-CIO Economist Bill Cunningham testified.

The federation's testimony endorsed legislation being considered by the Subcommittee on Science & Technology to fund research into more efficient manufacturing processes, undertake competitiveness studies on U.S. products in the world market, and shape advanced job training programs.

A larger-scaled reindustrialization program is still needed, the AFL-CIO stressed. But measures such as those being considered represent an important "beginning effort and commitment toward the restoration of U.S. industrial health."

In a related area, IUD Sec.-Treas. Elmer Chatak stressed at House hearings the limitations of "high-tech" enterprises as a future source of employment.

Chatak said robot technology and other developments that reduce the need for human labor could enhance the work environment and raise living standards. But most often, he said, they represent "a means to reduce skills, reduce wages, lower living standards."

Low-paid jobs

Over the next decade, Chatak noted, the projected expansion of employment is in relatively low-paid service and office jobs with only a modest rise in technical occupations.

Retraining of existing workers is a first priority in implementing technological changes, Chatak said. But to make full employment a realistic goal, he urged, consideration must be given to "shortening the standard workweek to generate more jobs. While productivity has nearly tripled since passage of the Fair Labor Standards Act, the statutory workweek has remained constant at 40 hours."

Scientific forum set up to advise on job health issues

An international scientific forum has been launched to advise policymakers and regulators on occupational and environmental health issues.

Dr. Irving J. Selikoff of the Mt. Sinai School of Medicine in New York, announced formation of Collegium Ramazzini, named after a 17th century Italian occupational medicine scientist. Selikoff was the 1979 recipient of the AFL-CIO's Murray-Green-Meany Award.

Sheldon W. Samuels, occupational safety and health director of the Industrial Union Dept., is the treasurer of the new organization. Funding for the forum will come from the dues paid by member scientists, as well as contributions from industry, labor, government and private foundations, Samuels said.

Selikoff said the purpose of the Collegium "is to bridge the world of scientific discovery and those social and political centers which must act on these discoveries to conserve life." The group will not lobby or initiate legislation, limiting itself to reviewing scientific findings and attempting to obtain a consensus on their implication among representatives of labor, government and industry.

Besides Selikoff and Samuels, the other Collegium officers are: Sec. Gen. Cesare Maltoni of Italy; Myron A. Mehlman of the United States, regional secretariat for North America, and Bo Holmberg of Sweden, regional secretariat for Scandinavia.

Fighting apartheid

Norman Hill, president of the A. Philip Randolph Institute, and Nana Mahomo, right, of the African-American Labor Center receive a "Fight Apartheid" T-shirt from Frontlash staff member Richard Hartman. The T-shirts, a symbol of support for black trade unions in South Africa, are being sold by Frontlash for $7 to raise funds for the AFL-CIO South Africa project.

Refusal to bargain charged on U.S. Steel's import deal

Philadelphia—The Steelworkers filed an unfair labor practice charge at the National Labor Relations Board office here on June 24 accusing U.S. Steel of refusal to bargain over its plans to import steel slabs from the government-owned British Steel Corp.

And on June 27, the U.S. Commerce Dept. announced plans to consult with the Common Market to determine whether the proposed steel deal would violate a trans-Atlantic steel arrangement reached last October.

Thus, action was developing on two fronts in the USWA's attempts to block the deal which would cost the jobs of 3,000 of its members at U.S. Steel's Fairless Hills plant near Philadelphia. The company proposes to import steel slabs from British Steel's subsidized mill at Ravenscraig, Scotland, for finishing at the Fairless Hills plant. The company had claimed such a move would save those jobs in the finishing division.

James N. McGeehan, chairman of USWA bargaining committee at U.S. Steel, announced the filing of the unfair labor practice charge at a press conference, saying "publicly promised data are being withheld" by the company.

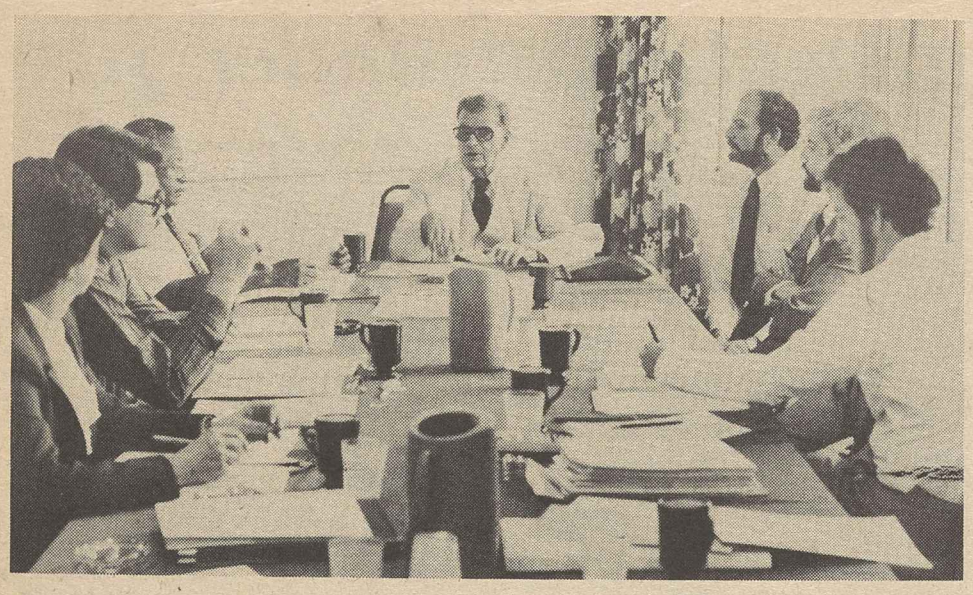
Company Chairman David Roderick, addressing the congressional "steel caucus," had claimed that the import deal was the best alternative available for saving the jobs of the workers. And on national television, he had promised all the relevant facts about the deal would be made available to the union.

Self-serving ploys

McGeehan said the company's refusal now to provide this documentation to back up its claims "confirms our darkest suspicions and strongly suggests that company statements . . . about an effort to 'save' Fairless are self-serving public relations ploys."

McGeehan, who is director of USWA District 7, had requested a variety of data from the company "in order to determine and pursue our contract rights with respect to this matter."

Steelworker President Lloyd McBride termed the Commerce Dept. announcement "a positive development," and said he was informed the International Trade Administration and the European Community will examine the possibility of violations of a voluntary quota arrangement on exports from EC facilities.



Help for handicapped

AFL-CIO's Human Resources Development Institute staff explores job placement help for handicapped workers. At this session are, from left, handicapped placement specialists Jenny Kron of Minneapolis-St. Paul, Gerald Evans of Houston and Joseph Jones of Baltimore; Walter Devins, project director of the Dept. of Education's Projects with Industry program; HRDI Assistant Director Rod DuChemin; Handicapped Program Coordinator Larry Glantz, and HRDI program analyst Iles Minoff.

HRDI explores ways to aid in placement of handicapped

New ways to utilize labor resources effectively to help the disabled were explored at a staff conference of the AFL-CIO Human Resources Development Institute.

The three-day conference brought together the national and field staffs of HRDI's Handicapped Placement Program to exchange ideas on successful placement techniques and learn more about special service needs and job training resources.

In opening the conference, HRDI Executive Director Mike Arnold reviewed the institute's five years of experience in working with unions and employers to open up jobs and training opportunities for handicapped persons. Arnold said HRDI plans to place increased emphasis on strengthening the working relationship nationally between organized labor and vocational rehabilitation.

Labor's role

An AFL-CIO perspective on handicapped issues was presented by Larry Smedley of the Dept. of Social Security, who outlined labor's work with the President's Committee on Employment of the Handicapped and the national industry-labor council on the handicapped. Condemning Administration efforts to downplay labor's role in planning for these workers, Smedley noted that HRDI's program is one of the few labor-operated disability projects that still receives federal support.

The importance of involving the private sector—labor and management alike—in assisting the handicapped was stressed by Walter Devins, director of the U.S. Dept. of Education's Projects with Industry, which supports HRDI's four-city program.

Savings cited

While job placements were down last year owing to the recession, he said, PWI programs continue to be cost-effective, returning about $10 in welfare savings and taxes paid for every dollar spent in serving the handicapped.

Opportunities for serving the handicapped under the Job Training Partnership Act were reviewed by HRDI staff and Paul Hippolitus, employment advisor for the President's Committee. One productive arrangement discussed is reserving places for the handicapped in labor-involved programs developed in cooperation with HRDI regional staff, unions, and labor members of the JTPA planning councils.

In Seattle, for example, a program planned this year for Boilermakers Local 104 sets aside 10 percent of its paid training jobs for dislocated workers who are disabled.

The particularly severe employment problems of deaf and blind persons were discussed by two experts from the Dept. of Education's Rehabilitation Service Administration. Boyce Williams, chief of RSA's Deafness & Communicator Disorders Branch, urged placement people to eschew stereotyped thinking about "proper aspirations for the deaf," who are capable of performing completely in a wide range of jobs.

Fielding questions with the aid of his sign interpreter, Williams noted that deaf persons grow up conditioned to safety and stressed that unions can assist in overcoming apprehensions about the risk of working with them.

One example, cited by HRDI Specialist Jenny Kron of St. Paul was the union foreman who first gave a deaf bricklayer a chance to work at a construction site and then provided the assurances on job safety needed for the man to go on to other sites.

The challenge of changing common attitudes about blind persons was reviewed by Chuck Freeman, chief of RSA's Division for the Blind Visually Impaired. He stressed the importance of making potential employers aware of any limited vision these workers have and of the services available to them from state agencies.

TV guide for viewing America Works series

An expanding network of television stations in major cities across the country will carry labor's first nationwide TV series—America Works—which airs for the first time this weekend.

Focusing on workers and issues of interest to them, the weekly, half-hour shows currently are scheduled for 34 markets, reaching well over half the households in the nation. Additional cities are still being added.

The following schedule lists the beginning date and time of the series in 34 cities. The program times are subject to change, so local listings should be checked.

CITY	STATION	CHANNEL	START DATE	TIME
Atlanta	WATL	36	July 23	2 p.m.
Birmingham	WTTO	21	July 16	8 a.m.
Boston	WQTV	68	July 16	9 p.m.
Buffalo	WIVR	4	July 2	2 p.m.
Chicago	WPWR	60	July 16	8 a.m.*
Cincinnati	WLWT	5	July 24	11:30 a.m.
Cleveland	WCLQ	61	July 17	8:30 a.m.
Dallas	KTWS	27	July 23	9:30 a.m.
Denver	KDVR	31	July 24	11:30 a.m.
Detroit	WGPR	62	July 16	5:30 p.m.
Grand Rapids	WWMA	17	Aug. 6	9:30 a.m.
Greensboro/Winston Salem/Asheville	WJTM	45	July 30	10:30 p.m.
Harrisburg	WSBA	43	July 3	11:30 a.m.
Los Angeles	KHJ	9	Aug. 6	7:30 a.m.
Louisville	WDRB	41	July 9	7:30 a.m.
Memphis	WMKW	30	July 30	9 p.m.
Miami	WDZL	39	July 9	7:30 a.m.
Milwaukee	WCGV	24	July 17	12:30 p.m.
Minneapolis	KXLI	41	July 16	8:30 a.m.
Nashville	WSMV	4	July 10	11 a.m.
New York	WNEW	5	July 16	8:30 a.m.
Norfolk	WTVZ	33	July 30	10:30 p.m.
Orlando	WFTV	9	Aug. 28	9:30 a.m.
Philadelphia	WTAF	29	July 23	7:30 a.m.
Pittsburgh	WPGH	53	July 16	8:00 a.m.
Phoenix	KNXV	15	July 17	9:00 a.m.
Portland	KECH	22	July 24	9:30 a.m.
Raleigh/Durham	WLFL	22	Aug. 12	11:30 p.m.
Richmond	WRLH	35	July 30	10:30 p.m.
Sacramento	KRBK	31	July 16	8 a.m.
St. Louis	KDNL	30	July 9	7:30 a.m.
San Francisco	KTSF	26	July 23	4 p.m.
Tampa	WFTS	28	July 3	9:30 p.m.
Washington, D.C.	WDCA	20	July 24	8 p.m.

* In Chicago, the series will be shown on Saturdays at 8 a.m., then rebroadcast on Sunday mornings. The Sunday schedule is July 17, 7:30 a.m.; July 23 and 30, 8 a.m., and starting Aug. 7, 8:30 a.m. for the remainder of the series.

OSHA hit for delay on standards

Occupational Safety & Health Administrator Thorne G. Auchter was grilled during a House subcommittee hearing about his agency's slowness in producing a grain dust standard by Rep. Sam B. Hall, Jr. (D-Tex.).

Labor testimony about the grain dust standard and about the added delays caused by the Office of Management & Budget's review process triggered Hall's intense questioning of Auchter.

Hall, who chairs the House Judiciary subcommittee on administrative law and governmental relations, was taking testimony on regulatory reform legislation that would incorporate many of the provisions of OMB's regulatory review powers authorized by a Reagan executive order.

Edward Durkin, legislative representative for the AFL-CIO Food & Beverage Trades Dept., detailed OSHA's development of a grain dust standard. He noted that a series of grain dust elevator explosions in 1977 and 1978 in Texas and Louisiana focused attention on the dangers posed to workers in that industry.

OSHA held hearings on grain dust dangers, and public comment on the matter ended June 30, 1980. It wasn't until September 1982 that a first draft of a grain elevator safety standard appeared, with a second draft in December 1982. Durkin charged that those drafts appeared only because Dr. Barry White, OSHA's Director of Safety Standards, had been pressed at a subcommittee hearing as to the agency's slow progress. He committed the agency to publication of the new regulation in the Federal Register by Jan. 1, 1983.

Durkin noted that the proposed regulation is now at OMB where it is under review. Before the proposal went to OMB, OSHA had to prepare a preliminary regulatory impact analysis for OMB, which added to the delay, Durkin said.

Now, three years after the initiation of OSHA's rulemaking procedure, "the fate of the yet unproposed standard rests in the hands of OMB, which has expressed clear displeasure with OSHA action on the standard," he charged.

It was from Durkin's testimony that Hall keyed on the grain dust standard and asked Auchter tersely, "Why the delay?" Auchter explained that since 1977, there has been a lengthy study of the explosions by the National Academy of Sciences. He said teams were put together to investigate and "come up with the reasons for the explosions." After the agency did some "internal work" on it, the first draft was produced.

Some slippage

Auchter allowed that there had been some "slippage," but only about two months worth when the entire package was lost in the process between the Dept. of Labor's Solicitor's Office and OMB.

Hall pointed out that since the public comment period ended on grain elevator safety in June 1980, there have been 85 reported grain dust explosion incidents with 34 workers killed, 169 injured and hundreds of millions of dollars of property damage.

He characterized Auchter's explanation as "excuses," adding, "regardless of the importance of why it has taken so long, it's not as important as 34 people who are dead."

The OSHA head told Hall the proposed grain elevator safety standard "ought to be published in two or three weeks" depending on how long OMB keeps it. An OSHA spokesman later said the agency was "hopeful" the proposed rule would be published by the end of July. However, an OMB spokesman said the agency "has some problems" with the proposed regulation and is working to iron out those differences with OSHA.

Cost-effectiveness

The OMB powers were the point of the hearing in the first place, and while Auchter was joined by industry representatives in saying this type of cost-effectiveness review is necessary, Durkin was joined in opposition by former OSHA Administrator Dr. Eula Bingham; Eric Frumin, Clothing & Textile Workers' director of occupational safety, and the associate general counsels for the Steelworkers and the Carpenters.

Bingham said the proper oversight of OSHA belongs to Congress, not the OMB, because the officials at OMB, besides lacking the technical resources of OSHA or the congressional Office of Technology Assessment, "don't have to be responsible to the working men and women."

Frumin cited the OMB's recent review of revisions to the cotton dust standard and accused the OMB reviewers of "technical incompetence." He said if respirators had been permitted, 49,000 workers would have been placed at high risk of contracting byssinosis.

EDITORIALS

Solidarity Day 1776

THAT WAS quite a list of grievances that the Continental Congress drew up in the summer of 1776 in Philadelphia.

Thomas Jefferson was chairman of the drafting committee and ended up doing most of the work himself, which even then was not exactly unique for committee chairmen.

When he submitted the draft to the representatives of the 13 colonies, there was a lot of nit-picking and some changes that Jefferson called "deplorable."

He was going a bit too far, some delegates complained, in so strongly condemning Britain for fostering the slave trade.

But there was basic agreement that the colonists could no longer put up with absentee rule by an authoritarian king, and negotiations had gotten nowhere.

The colonists had tried for a peaceful settlement, but sometimes there's not that alternative when an arrogant management just keeps saying "no."

After the long list of grievances, the resolution that was to become the Declaration of Independence recited the effort to resolve them at the bargaining table:

"In every stage of these oppressions, we have petitioned for redress in the most humble terms." But "our repeated petitions have been answered only by repeated injury."

AS FOR THE British government, an ocean away, it too had proved "deaf to the voice of justice."

The delegates didn't tamper much with Jefferson's eloquence when it came to proclaiming the inalienable rights of all people (that's how Jefferson wrote it; a misspelling in copying gave us the word "unalienable.")

No one was indifferent to the risks ahead, but the vote was unanimous and the signers promised they would stick together.

"We mutually pledge to each other our lives, our fortunes, and our sacred honor."

It was not mere rhetoric when they pledged their lives on that first Independence Day.

That's solidarity.

In Search of Peace

IN OUR CONSIDERATION of the issues of peace, security and disarmament, let us never lose sight of the fact that the free world has been driven to its burden of arms by a fundamental clash of values.

We must reaffirm that our values are worth defending, that they include ideals and aspirations that go beyond mere barren life or desolate peace.

As we seek peace, let us not fall for the delusive nonsense that the world's working people are somehow the innocent and uninvolved victims of a contest for dominance between two great and equally repugnant powers.

After all is said and done, there are really but two basic issues at stake in world affairs.

The first is the human rights and liberties of plain people, and the second is the natural urge of those who share a common language, history, customs and aspirations to live together under their own flag as a free, independent and self-governing nation.

If those two principles were not at issue today, disarmament would be easy.

Indeed, unilateral disarmament, or even surrender, would be logical. For it would then matter little, in terms of real values and conditions, what banner would fly from the flagstaffs of the world.

But those two principles are at issue, so the balance of military power does matter to working people, and neither unilateral disarmament nor surrender is an option.

—From address by AFL-CIO President Lane Kirkland to the 13th World Congress of the International Confederation of Free Trade Unions, Oslo, Norway, June 27, 1983.

The Common Touch

Washington Window

Ruthless benefit reviews intensify pain of disabled

By Press Associates, Inc.

In 1980, Congress amended the Social Security Act to require periodic reviews to determine if disability recipients were able to work.

It probably seemed like a good idea at the time because the social security trust funds were in trouble and the Social Security Administration's estimated $218 million savings from such a move smelled so sweet.

But when the Reagan Administration took office in 1981, the sweet smell must have seemed like a river of honey after an intense campaign to rid the system of so-called cheaters.

The Administration seized on a General Accounting Office report that claimed that one out of five persons on disability were ineligible to justify its all-out pursuit of "cheaters" on disability rolls.

Before the Reagan Administration, the SSA had averaged about 155,000 disability reviews a year. In Fiscal 1982, 497,000 reviews were conducted. In Fiscal 1983, 377,000 reviews took place through the end of May.

The reviews cut some 374,000 persons from the disability rolls since March 1981, with about 88,000 restored after appeals. The Administration has said the terminations will save about $2.7 billion—12.3 times the amount anticipated by Congress.

'Outrageous' reviews

Massachusetts State Sen. Jack Backman, who chairs his state's Special Commission on Social Security Disability, described for a panel of the House Select Committee on Aging the "outrageous manner" in which the reviews were conducted.

Disability beneficiaries selected for review were notified by mail that they had just 10 days to send in medical proof of the disability. Even if the disabled managed to get physicians' reports within that limited time, "the reports of the personal physicians were ignored in any event," Backman said.

"Disabled persons were sent by the Social Security Administration to consulting physicians, some of whom made over $100,000 per year, on a part-time basis, who gave as many as 30 exams or more per day and many were not specialists in the particular disability that they were reviewing," Backman said.

Process of elimination

But there's more. Backman said his commission found that the SSA ignored federal court decisions in their review process, that the person making the review decision had no actual contact with the recipient and that the doctors often did not examine the patients.

The process led to terminations of a person with cerebral palsy with both arms in braces, a blind person recuperating from a series of stomach operations and a man with one leg and an abscessed lung who received his termination notice in his hospital bed, Backman said.

These tragedies did little to soften the Administration's position until it faced a major political embarrassment. The inept review process terminated the benefits of Roy P. Benavidez, a former Green Beret who was awarded the Medal of Honor for valor in combat by President Reagan in February 1981. He was told he was able to work despite two pieces of shrapnel in his heart, "severely impaired" arms and legs and a punctured lung.

Suddenly, Administration officials announced changes to make disability reviews more "humane." However, state officials charged the suffering already caused by the review process makes the Administration's reforms too little and too late.

Since Congress began the review process which the Administration perverted into a budget-cut crusade, it has a responsibility to ensure that constructive changes are made and the disabled are treated as human beings.

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Vol. 28, No. 26 SATURDAY, JULY 2, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
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LEGISLATIVE ALERT!

Check Your Representative's Votes: Fair Taxes, Fair Budget

At right are your Representative's votes on recent tax and budget issues. On these key votes the House finally stood up, rejected Reaganomics and voted for fairness. The House approved a $720 cap on the July 1 tax cut in order to prevent another windfall for the wealthiest Americans, and approved a budget that begins to restore funding for jobs, recession relief, and other programs.

1) TAX FAIRNESS: The House voted 229-191 to put a ceiling of $720 on the amount any taxpayer could save due to the July 1 tax cut. Those with incomes up to $46,000 would receive their full tax cuts, and those with higher incomes would receive a tax cut of $720.

By eliminating huge windfall tax cuts for the wealthiest five percent of U.S. taxpayers, this measure would have raised new revenue and cut the federal deficit by $6 billion in fiscal 1984. For two years the AFL-CIO has been calling for a cap on the Reagan tax windfalls.

(Unfortunately, the Republican-dominated Senate toed the Reagan line and rejected the tax cap 45-55; see Senate vote below.)

2) FAIR BUDGET: Instead of another dose of Reaganomics, the House approved a budget that includes greater funding for domestic programs, as well as an $8.5 billion reserve fund for recession relief that has not yet been enacted, such as public works and community service jobs, health insurance for the unemployed, and mortgage foreclosure relief for the jobless.

The vote on the AFL-CIO--backed budget was 239-186. (The Senate also approved the budget; see below.)

	1	2
---- ALABAMA		
1 EDWARDS, JACK (R)	W	W
2 DICKINSON (R)	W	W
3 NICHOLS (D)	R	W
4 BEVILL (D)	R	R
5 FLIPPO (D)	R	R
6 ERDREICH (D)	R	R
7 SHELBY (D)	W	W
---- ALASKA		
1 YOUNG, DON (R)	W	W
---- ARIZONA		
1 MCCAIN (R)	W	W
2 UDALL (D)	R	R
3 STUMP (R)	W	W
4 RUDD (R)	W	W
5 MCNULTY (D)	R	R
---- ARKANSAS		
1 ALEXANDER (D)	R	R
2 BETHUNE (R)	W	W
3 HAMMERSCHMIDT (R)	W	W
4 ANTHONY (D)	R	R
---- CALIFORNIA		
1 BOSCO (D)	W	R
2 CHAPPIE (R)	W	W
3 MATSUI (D)	R	R
4 FAZIO (D)	R	R
5 VACANT		
6 BOXER (D)	R	R
7 MILLER, GEORGE (D)	R	R
8 DELLUMS (D)	R	W
9 STARK (D)	R	W
10 EDWARDS, DON (D)	R	R
11 LANTOS (D)	R	R
12 ZSCHAU (R)	W	W
13 MINETA (D)	R	R
14 SHUMWAY (R)	W	W
15 COELHO (D)	R	R
16 PANETTA (D)	R	R
17 PASHAYAN (R)	W	W
18 LEHMAN (D)	R	R
19 LAGOMARSINO (R)	W	W
20 THOMAS (R)	W	W
21 FIEDLER (R)	W	W
22 MOORHEAD (R)	W	W
23 BEILENSON (D)	R	R
24 WAXMAN (D)	R	R
25 ROYBAL (D)	R	R
26 BERMAN (D)	R	R
27 LEWINE (D)	R	R
28 DIXON, JULIAN (D)	R	R
29 HAWKINS, AUGUSTUS (D)	R	R
30 MARTINEZ (D)	A	A
31 DYMALLY (D)	R	R
32 ANDERSON (D)	R	R
33 DREIER (R)	W	W
34 TORRES (D)	R	R
35 LEWIS (R)	W	W
36 BROWN, GEORGE (D)	R	R
37 MCCANDLESS (R)	W	W
38 PATTERSON (D)	R	R
39 DANNEMEYER (R)	W	W
40 BADHAM (R)	W	W
41 LOWERY (R)	W	W
42 LUNGREN (R)	W	W
43 PACKARD (R)	W	W
44 BATES (D)	R	R
45 HUNTER (R)	W	W
---- COLORADO		
1 SCHROEDER (D)	R	R
2 WIRTH (D)	R	R
3 KOGOVSEK (D)	R	R
4 BROWN, HANK (R)	W	W
5 KRAMER (R)	W	W
6 SCHAEFER (R)	W	W
---- CONNECTICUT		
1 KENNELLY (D)	R	R
2 GEJDENSON (D)	R	R
3 MORRISON (D)	R	R
4 MCKINNEY (R)	W	R
5 RATCHFORD (D)	R	R
6 JOHNSON (R)	W	R
---- DELAWARE		
1 CARPER (D)	R	R
---- FLORIDA		
1 HUTTO (D)	W	W
2 FUQUA (D)	R	R
3 BENNETT (D)	R	W
4 CHAPPELL (D)	W	W
5 MCCOLLUM (R)	W	W
6 MACKAY (D)	R	R
7 GIBBONS (D)	W	R
8 YOUNG, BILL (R)	W	W
9 BILIRAKIS (R)	W	W
10 IRELAND (D)	W	W
11 NELSON (D)	R	R
12 LEWIS (R)	W	W
13 MACK (R)	W	W
14 MICA (D)	R	R
15 SHAW (R)	W	W
16 SMITH (D)	R	R
17 LEHMAN (D)	R	R
18 PEPPER (D)	R	R
19 FASCELL (D)	R	R

	1	2
---- GEORGIA		
1 THOMAS, ROBERT (D)	R	R
2 HATCHER (D)	R	R
3 RAY (D)	R	W
4 LEVITAS (D)	W	R
5 FOWLER (D)	R	R
6 GINGRICH (R)	W	W
7 MCDONALD (D)	W	W
8 ROWLAND (D)	R	R
9 JENKINS (D)	W	R
10 BARNARD (D)	W	W
---- HAWAII		
1 HEFTEL (D)	R	R
2 AKAKA (D)	R	R
---- IDAHO		
1 CRAIG (R)	W	W
2 HANSEN, GEORGE (R)	W	W
---- ILLINOIS		
1 VACANT		
2 SAVAGE (D)	R	R
3 RUSSO (D)	W	R
4 O'BRIEN (R)	W	W
5 LIPINSKI (D)	W	R
6 HYDE (R)	W	W
7 COLLINS, CARDISS (D)	R	R
8 ROSTENKOWSKI (D)	R	R
9 YATES (D)	R	R
10 PORTER (R)	W	W
11 ANNUNZIO (D)	R	R
12 CRANE, PHILIP (R)	W	W
13 ERLENBORN (R)	W	A
14 CORCORAN (R)	A	W
15 MADIGAN (R)	W	W
16 MARTIN, LYNN (R)	W	W
17 EVANS, LANE (D)	R	R
18 MICHEL (R)	W	W
19 CRANE, DANIEL (R)	W	W
20 DURBIN (D)	R	R
21 PRICE (D)	R	R
22 SIMON (D)	R	R
---- INDIANA		
1 HALL, KATIE (D)	R	R
2 SHARP (D)	R	R
3 HILER (R)	W	W
4 COATS (R)	W	W
5 HILLIS (R)	W	W
6 BURTON (R	W	W
7 MYERS (R)	W	W
8 MCCLOSKEY, FRANK (D)	W	R
9 HAMILTON (D)	R	R
10 JACOBS (D)	R	W
---- IOWA		
1 LEACH (R)	W	W
2 TAUKE (R)	W	W
3 EVANS, COOPER (R)	W	W
4 SMITH, NEAL (D)	W	W
5 HARKIN (D)	R	R
6 BEDELL (D)	R	R
---- KANSAS		
1 ROBERTS, PAT (R)	W	W
2 SLATTERY (D)	R	R
3 WINN (R)	W	W
4 GLICKMAN (D)	R	R
5 WHITTAKER (R)	W	W
---- KENTUCKY		
1 HUBBARD (D)	R	R
2 NATCHER (D)	W	R
3 MAZZOLI (D)	W	R
4 SNYDER (R)	W	W
5 ROGERS (R)	W	W
6 HOPKINS (R)	W	W
7 PERKINS (D)	R	R
---- LOUISIANA		
1 LIVINGSTON (R)	W	W
2 BOGGS (D)	R	R
3 TAUZIN (D)	W	W
4 ROEMER (D)	W	W
5 HUCKABY (D)	R	W
6 MOORE (R)	W	W
7 BREAUX (D)	R	W
8 LONG, GILLIS (D)	R	R
---- MAINE		
1 MCKERNAN (R)	W	W
2 SNOWE (R)	W	W
---- MARYLAND		
1 DYSON (D)	R	W
2 LONG, CLARENCE (D)	W	R
3 MIKULSKI (D)	R	R
4 HOLT (R)	W	W
5 HOYER (D)	R	R
6 BYRON (D)	W	W
7 MITCHELL, PARREN (D)	R	R
8 BARNES (D)	R	R

	1	2
---- MASSACHUSETTS		
1 CONTE (R)	W	W
2 BOLAND (D)	R	R
3 EARLY (D)	R	R
4 FRANK (D)	R	R
5 SHANNON (D)	R	R
6 MAVROULES (D)	R	R
7 MARKEY (D)	R	R
8 O'NEILL (D)		
9 MOAKLEY (D)	R	R
10 STUDDS (D)	R	R
11 DONNELLY (D)	R	R
---- MICHIGAN		
1 CONYERS (D)	R	R
2 PURSELL (R)	W	W
3 WOLPE (D)	R	R
4 SILJANDER (R)	W	W
5 SAWYER (R)	W	W
6 CARR (D)	W	R
7 KILDEE (D)	R	R
8 TRAXLER (D)	R	R
9 VANDER JAGT (R)	W	W
10 ALBOSTA (D)	R	R
11 DAVIS (R)	W	W
12 BONIOR (D)	R	R
13 CROCKETT (D)	R	R
14 HERTEL (D)	R	R
15 FORD, WILLIAM (D)	R	R
16 DINGELL (D)	R	R
17 LEVIN, SANDER (D)	R	R
18 BROOMFIELD (R)	W	W
---- MINNESOTA		
1 PENNY (D)	R	R
2 WEBER, VIN (R)	W	W
3 FRENZEL (R)	W	W
4 VENTO (D)	R	R
5 SABO (D)	R	R
6 SIKORSKI (D)	R	R
7 STANGELAND (R)	W	W
8 OBERSTAR (D)	R	R
---- MISSISSIPPI		
1 WHITTEN (D)	R	R
2 FRANKLIN (R)	W	W
3 MONTGOMERY (D)	R	W
4 DOWDY (D)	R	R
5 LOTT (R)	W	W
---- MISSOURI		
1 CLAY (D)	R	R
2 YOUNG, ROBERT (D)	W	R
3 GEPHARDT (D)	R	R
4 SKELTON (D)	R	W
5 WHEAT (D)	R	R
6 COLEMAN (R)	W	W
7 TAYLOR (R)	W	W
8 EMERSON (R)	W	W
9 VOLKMER (D)	R	R
---- MONTANA		
1 WILLIAMS, PAT (D)	R	R
2 MARLENEE (R)	W	W
---- NEBRASKA		
1 BEREUTER (R)	W	W
2 DAUB (R)	W	W
3 SMITH, VIRGINIA (R)	W	W
---- NEVADA		
1 REID (D)	R	R
2 VUCANOVICH (R)	W	W
---- NEW HAMPSHIRE		
1 D'AMOURS (D)	R	R
2 GREGG (R)	W	W
---- NEW JERSEY		
1 FLORIO (D)	R	R
2 HUGHES (D)	R	R
3 HOWARD (D)	R	R
4 SMITH, CHRISTOPHER (R)	W	R
5 ROUKEMA (R)	W	R
6 DWYER (D)	R	R
7 RINALDO (R)	W	R
8 ROE (D)	R	R
9 TORRICELLI (D)	R	R
10 RODINO (D)	R	R
11 MINISH (D)	R	R
12 COURTER (R)	W	W
13 FORSYTHE (R)	W	W
14 GUARINI (D)	R	R
---- NEW MEXICO		
1 LUJAN (R)	W	W
2 SKEEN (R)	W	W
3 RICHARDSON (D)	R	R
---- NEW YORK		
1 CARNEY (R)	W	W
2 DOWNEY (D)	W	R
3 MRAZEK (D)	R	R
4 LENT (R)	W	W
5 MCGRATH (R)	W	W
6 ADDABBO (D)	R	R
7 ACKERMAN (D)	R	R
8 SCHEUER (D)	R	R
9 FERRARO (D)	R	R
10 SCHUMER (D)	R	R

	1	2
11 TOWNS (D)	R	R
12 OWENS (D)	R	R
13 SOLARZ (D)	R	R
14 MOLINARI (R)	W	W
15 GREEN (R)	W	R
16 RANGEL (D)	R	R
17 WEISS (D)	R	R
18 GARCIA (D)	R	R
19 BIAGGI (D)	R	R
20 OTTINGER (D)	R	R
21 FISH (R)	W	W
22 GILMAN (R)	W	W
23 STRATTON (D)	R	R
24 SOLOMON (R)	W	W
25 BOEHLERT (R)	W	W
26 MARTIN, DAVID (R)	W	W
27 WORTLEY (R)	W	W
28 MCHUGH (D)	R	R
29 HORTON (R)	W	W
30 CONABLE (R)	W	W
31 KEMP (R)	W	W
32 LAFALCE (D)	R	R
33 NOWAK (D)	R	R
34 LUNDINE (D)	R	R
---- NORTH CAROLINA		
1 JONES, WALTER (D)	R	R
2 VALENTINE (D)	R	R
3 WHITLEY (D)	R	R
4 ANDREWS, IKE (D)	R	R
5 NEAL (D)	R	W
6 BRITT (D)	R	R
7 ROSE (D)	A	R
8 HEFNER (D)	R	R
9 MARTIN, JAMES (R)	W	W
10 BROYHILL (R)	W	W
11 CLARKE (D)	R	R
---- NORTH DAKOTA		
1 DORGAN (D)	R	R
---- OHIO		
1 LUKEN (D)	R	R
2 GRADISON (R)	W	W
3 HALL, TONY (D)	R	R
4 OXLEY (R)	W	W
5 LATTA (R)	W	W
6 MCEWEN (R)	W	W
7 DEWINE (R)	W	W
8 KINDNESS (R)	W	W
9 KAPTUR (D)	R	R
10 MILLER, CLARENCE (R)	W	W
11 ECKART (D)	R	R
12 KASICH (R)	W	W
13 PEASE (D)	R	R
14 SEIBERLING (D)	R	R
15 WYLIE (R)	W	W
16 REGULA (R)	W	W
17 WILLIAMS, LYLE (R)	W	R
18 APPLEGATE (D)	W	W
19 FEIGHAN (D)	R	R
20 OAKAR (D)	R	R
21 STOKES (D)	R	R
---- OKLAHOMA		
1 JONES, JAMES (D)	R	R
2 SYNAR (D)	R	R
3 WATKINS (D)	R	R
4 MCCURDY (D)	R	R
5 EDWARDS, MICKEY (R)	W	W
6 ENGLISH (D)	R	W
---- OREGON		
1 AUCOIN (D)	R	R
2 SMITH (R)	W	W
3 WYDEN (D)	R	R
4 WEAVER (D)	R	R
5 SMITH, DENNY (R)	W	W
---- PENNSYLVANIA		
1 FOGLIETTA (D)	R	R
2 GRAY (D)	R	R
3 BORSKI (D)	R	R
4 KOLTER (D)	R	R
5 SCHULZE (R)	W	W
6 YATRON (D)	R	R
7 EDGAR (D)	R	R
8 KOSTMAYER (D)	R	R
9 SHUSTER (R)	W	W
10 MCDADE (R)	W	W
11 HARRISON (D)	R	R
12 MURTHA (D)	R	R
13 COUGHLIN (R)	W	W
14 COYNE, WILLIAM (D)	R	R
15 RITTER (R)	W	W
16 WALKER (R)	W	W
17 GEKAS (R)	W	W
18 WALGREN (D)	R	R
19 GOODLING (R)	W	W
20 GAYDOS (D)	R	R
21 RIDGE (R)	W	W
22 MURPHY (D)	R	R
23 CLINGER (R)	W	W
---- RHODE ISLAND		
1 ST GERMAIN (D)	R	R
2 SCHNEIDER (R)	W	R

	1	2
---- SOUTH CAROLINA		
1 HARTNETT (R)	W	W
2 SPENCE (R)	W	W
3 DERRICK (D)	R	R
4 CAMPBELL (R)	W	W
5 SPRATT (D)	R	R
6 TALLON (D)	R	R
---- SOUTH DAKOTA		
1 DASCHLE (D)	R	R
---- TENNESSEE		
1 QUILLEN (R)	W	W
2 DUNCAN (R)	W	W
3 LLOYD (D)	R	W
4 COOPER (D)	R	R
5 BONER (D)	R	R
6 GORE (D)	R	R
7 SUNDQUIST (R)	W	W
8 JONES, ED (D)	R	R
9 FORD, HAROLD (D)	R	R
---- TEXAS		
1 HALL, SAM (D)	A	W
2 WILSON (D)	R	W
3 BARTLETT (R)	W	W
4 HALL, RALPH (D)	W	W
5 BRYANT (D)	R	R
6 GRAMM (R)	W	W
7 ARCHER (R)	W	W
8 FIELDS (R)	W	W
9 BROOKS (D)	R	R
10 PICKLE (D)	R	R
11 LEATH (D)	W	W
12 WRIGHT (D)	R	R
13 HIGHTOWER (D)	W	R
14 PATMAN (D)	W	R
15 DE LA GARZA (D)	R	R
16 COLEMAN (D)	R	R
17 STENHOLM (D)	R	W
18 LELAND (D)	R	R
19 HANCE (D)	R	R
20 GONZALEZ (D)	R	R
21 LOEFFLER (R)	W	W
22 PAUL (R)	W	W
23 KAZEN (D)	R	R
24 FROST (D)	R	R
25 ANDREWS (D)	R	R
26 VANDERGRIFF (D)	R	W
27 ORTIZ (D)	R	R
---- UTAH		
1 HANSEN, JAMES (R)	W	W
2 MARRIOTT (R)	W	A
3 NIELSON (R)	A	W
---- VERMONT		
1 JEFFORDS (R)	W	R
---- VIRGINIA		
1 BATEMAN (R)	W	W
2 WHITEHURST (R)	W	W
3 BLILEY (R)	W	W
4 SISISKY (D)	R	R
5 DANIEL, DAN (D)	W	W
6 OLIN (D)	R	R
7 ROBINSON (R)	W	W
8 PARRIS (R)	W	W
9 BOUCHER (D)	R	R
10 WOLF (R)	W	W
---- WASHINGTON		
1 PRITCHARD (R)	W	R
2 SWIFT (D)	R	R
3 BONKER (D)	R	R
4 MORRISON (R)	W	W
5 FOLEY (D)	R	R
6 DICKS (D)	R	R
7 LOWRY (D)	R	R
8 CHANDLER (R)	W	W
---- WEST VIRGINIA		
1 MOLLOHAN (D)	R	R
2 STAGGERS (D)	R	R
3 WISE (D)	R	R
4 RAHALL (D)	R	R
---- WISCONSIN		
1 ASPIN (D)	R	R
2 KASTENMEIER (D)	R	W
3 GUNDERSON (R)	W	W
4 ZABLOCKI (D)	R	R
5 MOODY (D)	R	R
6 PETRI (R)	W	W
7 OBEY (D)	R	R
8 ROTH, TOBY (R)	W	W
9 SENSENBRENNER (R)	W	W
---- WYOMING		
1 CHENEY (R)	W	W

R = Right
W = Wrong
A = Absent

Key Senate Votes: Recession Relief, Fair Budget, $720 Tax Cap

At right are listings of your Senators' votes on three issues that reached the floor recently:

1) FORECLOSURE RELIEF: During consideration of a Housing and Urban Development funding bill, Sens. Donald Riegle (D-MI) and John Heinz (R-PA) offered an amendment to provide loans to unemployed homeowners facing foreclosure. But this modest one-year program was killed by Sen. Jake Garn's (R-UT) tabling motion, 55-39.

2) FAIR BUDGET: The Senate joined ranks with the House and voted 51-43 to reject Reaganomics and pass an AFL-CIO-backed fiscal 1984 budget (see House vote description above).

3) FAIR TAXES: In a 45-55 vote, the House bowed to President Reagan and refused to "cap" the July 1 tax cut at $720 per taxpayer (see House vote description above).

	1	2	3
---- ALABAMA			
HEFLIN (D)	W	W	W
DENTON (R)	W	W	W
---- ALASKA			
STEVENS (R)	W	R	W
MURKOWSKI (R)	W	R	W
---- ARIZONA			
DECONCINI (D)	R	W	R
GOLDWATER, BARRY (R)	W	W	W
---- ARKANSAS			
BUMPERS (D)	R	R	R
PRYOR (D)	W	R	R
---- CALIFORNIA			
CRANSTON (D)	R	R	R
WILSON (R)	W	W	W
---- COLORADO			
HART (D)	R	R	R
ARMSTRONG (R)	W	W	W
---- CONNECTICUT			
DODD (D)	R	R	R
WEICKER (R)	R	R	W
---- DELAWARE			
BIDEN (D)	R	R	R
ROTH, WILLIAM (R)	W	W	W
---- FLORIDA			
CHILES (D)	W	R	R
HAWKINS, PAULA (R)	R	W	W
---- GEORGIA			
NUNN (D)	W	W	R
MATTINGLY (R)	W	W	W
---- HAWAII			
INOUYE (D)	R	R	R
MATSUNAGA (D)	R	R	R
---- IDAHO			
MCCLURE (R)	W	W	W
SYMMS (R)	W	W	W
---- ILLINOIS			
DIXON, ALAN (D)	R	R	R
PERCY (R)	W	W	W

	1	2	3
---- INDIANA			
LUGAR (R)	W	W	W
QUAYLE (R)	A	W	W
---- IOWA			
GRASSLEY (R)	W	W	W
JEPSEN (R)	W	W	W
---- KANSAS			
KASSEBAUM (R)	W	R	W
DOLE (R)	W	W	W
---- KENTUCKY			
FORD, WENDELL (D)	R	R	R
HUDDLESTON (D)	W	R	R
---- LOUISIANA			
JOHNSTON, BENNETT (D)	W	W	W
LONG, RUSSELL (D)	A	W	R
---- MAINE			
MITCHELL, GEORGE (D)	W	R	R
COHEN (R)	W	R	R
---- MARYLAND			
SARBANES (D)	R	R	R
MATHIAS (R)	R	R	W
---- MASSACHUSETTS			
KENNEDY (D)	R	R	R
TSONGAS (D)	R	A	R
---- MICHIGAN			
LEVIN (D)	R	R	R
RIEGLE (D)	R	R	R
---- MINNESOTA			
BOSCHWITZ (R)	R	R	W
DURENBERGER (R)	W	W	W
---- MISSISSIPPI			
STENNIS (D)	W	R	R
COCHRAN (R)	W	R	W
---- MISSOURI			
EAGLETON (D)	R	R	R
DANFORTH (R)	A	R	W
---- MONTANA			
BAUCUS (D)	R	W	R
MELCHER (D)	R	W	R

	1	2	3
---- NEBRASKA			
EXON (D)	W	W	R
ZORINSKY (D)	W	W	W
---- NEVADA			
HECHT (R)	W	W	W
LAXALT (R)	W	W	W
---- NEW HAMPSHIRE			
RUDMAN (R)	W	R	W
HUMPHREY (R)	W	W	W
---- NEW JERSEY			
BRADLEY (D)	R	R	R
LAUTENBERG (D)	R	R	R
---- NEW MEXICO			
BINGAMAN (D)	R	R	R
DOMENICI (R)	W	R	W
---- NEW YORK			
MOYNIHAN (D)	R	R	R
D'AMATO (R)	R	R	W
---- NORTH CAROLINA			
EAST (R)	W	W	W
HELMS (R)	W	W	W
---- NORTH DAKOTA			
BURDICK (D)	R	R	R
ANDREWS, MARK (R)	W	R	W
---- OHIO			
METZENBAUM (D)	R	R	R
GLENN (D)	A	R	R
---- OKLAHOMA			
BOREN (D)	R	W	W
NICKLES (R)	W	W	W
---- OREGON			
HATFIELD (R)	W	R	W
PACKWOOD (R)	W	R	W
---- PENNSYLVANIA			
HEINZ (R)	R	R	R
SPECTER (R)	R	W	R
---- RHODE ISLAND			
PELL (D)	R	R	R
CHAFEE (R)	W	R	W

	1	2	3
---- SOUTH CAROLINA			
HOLLINGS (D)	A	A	R
THURMOND (R)	W	W	W
---- SOUTH DAKOTA			
ABDNOR (R)	W	W	W
PRESSLER (R)	A	A	W
---- TENNESSEE			
SASSER (D)	R	R	R
BAKER (R)	W	R	W
---- TEXAS			
BENTSEN (D)	W	W	R
TOWER (R)	W	W	W
---- UTAH			
GARN (R)	W	W	W
HATCH (R)	W	W	W
---- VERMONT			
LEAHY (D)	R	R	R
STAFFORD (R)	W	R	W
---- VIRGINIA			
TRIBLE (R)	R	W	W
WARNER (R)	W	W	W
---- WASHINGTON			
JACKSON (D)	R	R	R
GORTON (R)	W	R	W
---- WEST VIRGINIA			
BYRD, ROBERT (D)	R	R	R
RANDOLPH (D)	R	R	R
---- WISCONSIN			
PROXMIRE (D)	W	W	R
KASTEN (R)	W	W	W
---- WYOMING			
WALLOP (R)	W	W	W
SIMPSON (R)	W	A	W

R = Right
W = Wrong
A = Absent

AFL-CIO news

VOL. 28, NO. 27
SATURDAY
JULY 9, 1983

MEMO FROM COPE
PAGE 8

No time to relax...

Some 1,400 members of Brewery Workers Local 9, a directly affiliated AFL-CIO local union, struck the Miller brewery in Milwaukee on June 2 in a fight to gain job security, prevent subcontracting and counter a company demand for a sweeping management rights clause. While contract talks have stalled at the mediation level, the company has called in supervisory personnel from other plants to help keep the plant operating.

Craft unions vow continued fight on Davis-Bacon rules

The Labor Dept. won an appellate court round in its attempt to push down construction wages by rewriting Davis-Bacon Act regulations. But building trades unions and the AFL-CIO intend to continue the legal battle at higher levels.

As the unions see it, the Reagan Administration is trying to undercut prevailing wage protections by changing the rules even though Congress has not changed the law.

Last year, the Labor Dept. won the applause of non-union contractors with its proposals to change the basis for calculating prevailing wage rates and to allow almost unrestricted use of semi-skilled helpers at lower wages to replace journeymen and apprentices. Another change would have eliminated requirements that employers submit payroll data to verify that they are meeting prevailing wage obligations.

The Building & Construction Trades Dept. and the AFL-CIO sought and obtained a district court injunction barring the Labor Dept. from putting its new regulations into effect. The only change allowed by U.S. District Judge Harold H. Greene was to require that average pay in the locality be used as the prevailing wage unless at least 50 percent of the group surveyed received the same rate. The previous rule had required only 30 percent.

In a stinging rebuke to the Labor Dept., Judge Greene said Congress passed the prevailing wage law some 50 years ago to protect wages, not to cut costs. He noted also that subsequent Congresses had further strengthened the law and rejected attempts to weaken it.

But the appellate court panel held in a 44-page decision that the Davis-Bacon Act gives the Secretary of Labor "in the broadest terms imaginable" authority to determine prevailing wages.

The decision stopped short, however, of giving the Administration a full green light on the new regulations.

It confined the use of lower-paid helpers as partial replacements for journeymen to localities where that was in fact the prevailing practice. It also rejected the Labor Dept. proposal to let contractors submit weekly statements that they have complied with the law instead of sending in payroll records. The decision said contractors must still provide information on wages paid to individuals although this doesn't have to be in the form of actual payroll records.

The appellate court's decision would allow the Labor Dept. to put into effect changes in the wage survey used to determine prevailing pay rates for the various crafts.

One such change would eliminate existing federal contracts from the survey work being done, which unions charge would give greater weight to small operations more likely to be at the lower end of the pay scale.

Rural wages affected

Another change allowed would bar consideration of metropolitan area wage data for jobs in rural locations, even when the workforce is drawn largely from the metropolitan area.

Labor Sec. Raymond J. Donovan said he was "very pleased" with the decision and will seek to put the new rules into effect when existing court restrictions no longer apply.

Building & Construction Trades Dept. President Robert A. Georgine said the craft unions "will definitely take the next step" of seeking review either by the full membership of the U.S. Court of Appeals for the District of Columbia Circuit or by the U.S. Supreme Court.

Import curbs disappoint Steelworkers, industry

By Arlee C. Green

The Steelworkers and representatives of the specialty steel industry expressed "deep disappointment" at the "wholly inadequate" tariff levels President Reagan ordered on imports of stainless steel sheet, strip and plate.

Reagan announced the long-awaited curbs on specialty steel imports July 5, the final day of his 60-day review period. He called for a complex series of restrictions, using tariffs or quotas to limit imports in the various specialty steel markets for the next four years.

USWA President Lloyd McBride and Dr. Adolph J. Lena, chairman of the industry group, said they were disappointed that the Administration had decided to place new tariffs on imports of stainless steel strip, sheet and plate products "rather than quantitative restraints." They said "the new tariffs can be easily offset by additional subsidies."

Although the USWA and the specialty steel industry had urged stringent quotas to halt the rise of imports, the Administration did not accede to any of their recommendations. The import quotas placed on stainless steel bar, rod and alloy tool steel were the levels recommended by the International Trade Commission in its May 6 report to the President.

Effective July 20

The new tariffs and quotas, effective July 20, apply to specialty steel worldwide, including major suppliers in Japan, West Germany, Sweden, France, Spain, Britain, Brazil, Canada, South Korea and Italy.

Reaction to the new tariffs and quotas by the 10-nation Commission of the European Communities was that Reagan's decision does not reflect the commitments made at the economic summit in Williamsburg, Va., in May, when the United States

Continued on Page 3

Public employee bargaining rights enacted in Ohio

Columbus, Ohio—Organized labor has won a decades-long battle to extend collective bargaining rights to more than 500,000 public employees in Ohio.

Gov. Richard Celeste (D) fulfilled his campaign promise of last fall by signing into law the bill allowing public employees to bargain collectively. The signing came just one week after the Ohio House had approved the measure by a 59-38 margin. The state Senate earlier passed the bill by a 17-16 vote. The new law allows strikes by all but public safety forces.

"The day has finally arrived when public workers in Ohio will have an opportunity to join with fellow workers to bargain collectively over wages, fringe benefits, working conditions and other negotiable items," Milan Marsh, president of the Ohio AFL-CIO, said.

Continued on Page 5

Court bars pension plan sex bias

By David L. Perlman

Insurance tables showing a longer life expectancy for women can't be used to justify a smaller monthly retirement check, the Supreme Court ruled.

That's the position the AFL-CIO had urged in a brief supporting women state employees in Arizona who filed a sex discrimination in employment suit, based on Title VII of the Civil Rights Act.

An earlier case, decided in 1978, established that an employer can't require women to make larger contributions into a retirement plan in order to obtain the same monthly benefits as men. In the Arizona case, the court majority reasoned that it was equally discriminatory "to pay a retired woman lower monthly benefits than a man" because of sex.

Justice Thurgood Marshall, joined by four other justices on this issue, noted that actuarial tables could be drawn up to show differing longevity expectation based on race or national origin. But just as it would be unlawful to use such tables in determining employment benefits, "it must also be unlawful to use sex-based tables."

No justification

He noted the earlier decision clearly made the point that "even a true generalization" can't justify disparity of treatment since "there will be many men who will live longer than many women."

The facts of the case considered by the court were complex and led to diverse groups of justices agreeing or dissenting on various points.

Arizona had created a plan under which state employees could defer a portion of their pay until retirement, to be invested by the state in the employee's behalf.

On retirement, the employee could withdraw the entire amount in a lump sum or have it paid in a specified number of installments—neither of which involved any sex discrimination. But the option the Supreme Court found discriminatory involved

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The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

7/9/83

The way it was

Newspaper Guild pioneer Jonathan Eddy reminisces about the first Guild convention in 1933 as he addresses delegates during this year's convention banquet. Eddy, 81, and I. L. Kenen (out of the picture), both of whom took part in the founding convention at the old Willard Hotel in Washington, D.C., were guests of the Guild at the 50th anniversary convention in Cleveland. Kenen was a founding member of Cleveland Local 1, and Eddy quit his job as a New York Times reporter to become the Guild's first paid officer, taking a pay cut in the process. At Eddy's right are Barney Peterson of San Francisco, a former international president, and Milton J. (Mike) Lapine, who helped found Cleveland Local 1 and served as a Guild vice president in the 1940s and '50s. At right is Mrs. Eddy and at left Missouri State Sen. Harriet Woods, whose husband James B. Woods (out of the picture) also is a former president and chairman of the union. Current officers and board members are at the rear table.

Newspaper Guild convention votes strong support for ITU merger plan

Cleveland—An agreement for merger of The Newspaper Guild and the International Typographical Union was given an overwhelming vote of approval by delegates to the Guild's 50th Anniversary Convention here.

The vote—on a roll-call following a three-hour review of the merger agreement's contents—was 382.5 in favor and 12.5 against.

Delegates from 51 of the 55 Guild locals represented at the convention voted unanimously for the proposal. Only one local's votes — Chicago's — went unanimously against it.

"Brothers and sisters, we are on our way to merger," Guild President Charles A. Perlik, Jr. told the applauding and cheering delegates after the vote.

The next step in the ratification process is the final one—simultaneous referenda by the memberships of both international unions late in September.

Top endorsement

All three of the Guild's top officers—Perlik, Sec.-Treas. Charles Dale and International Chairperson Harry S. Culver—had strongly endorsed the merger proposal in their opening-day addresses to the convention.

So did ITU President Joe Bingel, who addressed the convention the day following its merger vote.

The merged union would be called the Media Workers International Union, ITU/TNG, and would have more than 70,000 working members.

Perlik said it would be "fully capable of meeting the economic, technological and political challenges" publishing and communications industry employees face "as we approach the 21st Century."

Bingel pledged to personally "do all in my power" to work for the merger's ratification by the ITU membership "before it is too late and the world of technology has passed us by."

The merger proposal will be subjected to close scrutiny by the ITU's 125th convention, Aug. 6-12 in San Francisco, and two of the five members of the union's executive council have indicated their opposition.

All three of the Guild's top officers were re-elected when they were nominated for new terms without opposition.

Planning ahead

In addition, a long-time top Guild staff member, J. William Blatz, director of field operations, was elected by acclamation to be the additional full-time vice president to be named to the merged union's executive council from the Guild if the merger passes its final hurdle, the membership referenda.

Seven of the Guild's 13 vice presidents were re-elected without opposition: William T. Davis of San Jose, Calif., Robert C. Holt, Jr., of St. Louis, David M. Mulcahy of New York, Thomas R. Hiltz of Boston, Richard M. Peery of Cleveland, Larry D. Hatfield of San Francisco-Oakland and Roger L. Stonebanks of Victoria, B.C.

Elected without opposition to the other six vice presidencies, vacant through retirements and resignation, were: Marie Shellock of Youngstown, Ohio, Stanley Souza of Hawaii, Carol McGarvey of Philadelphia, Faye McCracken of Memphis, Tenn.; Peter McLaughlin of New York and Lee Clifford of the Canadian Wire Service Guild.

Adopted resolutions

In other actions, the convention delegates also:

- Called for rejection of amendments to the federal Freedom of Information Act introduced with Reagan Administration backing by Sen. Orrin Hatch (R-Utah) and Barry Goldwater (R-Ariz.). The amendments would create additional exemptions from the government's obligations to respond to requests for information.
- Urged enactment of information-act amendments introduced by Sen. Patrick Leahy (D-Vt.) and David Durenberger (R-Minn.), to make information more easily obtainable from the government.
- Endorsed Solidarity Day III and called on every U.S. local to offer assistance to the union councils and federations in each state planning Labor Day programs.
- Supported the Mobilization for Jobs, Peace and Freedom in commemoration of the 20th anniversary of the 1963 March on Washington.
- Called on Guild locals to mount a consumer boycott of USA Today, the giant Gannett Company's new national daily, in protest of the company's anti-union policies and its nonunion production of USA Today in several cities.
- Encouraged efforts for legislation and regulations governing safe use of video display terminals (VDTs) and related equipment.
- Declared the full union in support of the Wire Service Guild's efforts to secure from the Associated Press the same nondiscrimination guarantees for homosexual employees as it makes for women and minority-group employees.

Actors' Equity boosts scales in new accord

New York—Actors' Equity reached tentative agreement with the League of New York Theaters & Producers on a new three-year contract for members who work in Broadway and touring shows.

Terms of the new pact, which must be ratified by members, provide for substantial improvements in pay and working conditions. The minimum pay scale for actors, for instance, would rise 21 percent over the life of the agreement.

The union said special membership ratification meetings are scheduled this month in New York, Los Angeles, Chicago, San Francisco and, to the extent possible, with casts of touring productions outside those cities.

Highlights of the tentative agreement include:

- An immediate 6-percent wage boost in the minimum pay scale for actors, stage managers, chorus and principals, followed by increases of 7 percent in 1984 and 1985.

First-time COLA

Effective immediately, weekly minimums in New York will rise from $575 to $610; in 1984, they will go to $650 and in 1985 to $700. A substantial cost-of-living adjustment also appears in the agreement for the first time.

- Daily out-of-town expense allowances would also rise by the same percentages, going from $55 to $58 immediately, to $62 in 1984, and to $67 in 1985.
- Any performer working as an understudy will receive one-eighth of the contractual salary without limitation for each performance played.
- Employers will pay an 81 percent pension contribution on workers' earnings of $5,500 instead of $4,000 as in the old contract.
- Establishment of a joint union-management grievance committee to reconcile grievances prior to arbitration. Also, the parties agreed to a single arbitrator to expedite the arbitration process.
- Two weeks of additional rehearsal time before the first public performance of a show. Preview rules are modified so that producers may have greater flexibility in rehearsals when opening a show in New York without an out-of-town tryout.
- Greater flexibility in utilizing rehearsal and travel time for bus and truck touring companies.

Toxic materials study

- An agreement to undertake a study of hazardous and toxic materials with the aim of removing them from the theatrical environment.

Numerous other improvements for performers include an increase in personal property and accident insurance coverage, an increase in overtime rates from $17 to $20 an hour, an increase in per diem pay for juvenile actors to permit a parent or guardian to accompany them on tour, and establishment for the first time of holiday pay for Thanksgiving and Christmas.

A first for workers' comp

Concord, N.H.—Vigorous lobbying by the New Hampshire AFL-CIO spearheaded a successful effort to improve the state's workers' compensation law, making it the first in the nation to meet all the reforms recommended by a federal commission.

Amendments signed into law improve death benefit provisions and make New Hampshire the first state to have enacted all 19 "essential recommendations" urged by the National Commission on Workmen's Compensation in its 1972 report.

In a separate development, the Nevada AFL-CIO led a successful campaign to block a measure that would have scrapped the state's exclusive state fund system and allowed private insurance companies to sell workers' compensation policies to employers.

Although it passed the legislature, the bill was vetoed by Gov. Richard H. Bryan (D).

Nevada is one of only six states with exclusive state funds for workers' compensation. The others are Ohio, Washington, North Dakota, West Virginia and Wyoming.

Rights issues stressed

ICFTU delegates eye world's trouble spots

Oslo, Norway—Delegates to the 13th World Congress of the International Confederation of Free Trade Unions wound up their weeklong stay here with a wide-ranging examination of trouble spots around the globe.

Considerable attention was given to the problems of Latin America, especially in El Salvador, Nicaragua, Cuba, and Chile.

Representatives both without and within Chile and El Salvador joined at the ICFTU meeting in pledging to work for full freedom to exercise workers' rights in those two beleaguered countries. The Congress also issued a strong statement calling for restoration of human and trade union rights in Nicaragua and Cuba.

Addressing the Congress on Latin American affairs were Costa Rican President Luis Alberto Monge, a former trade union leader and former general secretary of the Inter-American Regional Organization of Workers, and Juan Lechin, a long-time leader of the Bolivian Confederation of Workers.

AFL-CIO President Lane Kirkland, who led the U.S. delegation to the meeting, also held bilateral meetings with many of the national delegations.

Key resolutions

In a review of world events, the delegates also:

- Adopted a resolution calling for unilateral withdrawal of Israeli troops from Lebanon and support of a peace effort between Israel and Lebanon. Both Israeli and Lebanese delegates to the ICFTU supported the measure.

A separate resolution called for trade unions to play an active role in the peace process in the Middle East.

- Passed a resolution on peace, security, and disarmament seeking a reduction of arms and world peace but rejecting unilateral disarmament and a nuclear freeze.
- Adopted a resolution expressing a consensus toward international collective economic action to strengthen free world economies, increase employment, and spur greater coordination between consumers and producers of petroleum.

Other speakers at the Congress included Ernst Breit, president of the DGB, the West German labor federation; Moss Evans of the British Transport & General Workers, and John Vanderveken, ICFTU general secretary.

Earlier in the Congress, the 500 delegates heard major addresses by Kirkland, AFL-CIO Vice President Douglas Fraser, and International Affairs Director Irving Brown.

Vanderveken was elected to his first term as general secretary, having served as acting secretary following the death of Otto Kersten.

Also, at an executive board meeting following the Congress, P. P. Naranayan of Malaysia was re-elected president of the ICFTU, and Bricklayers President John T. Joyce of the United States was named to the ICFTU's three-member auditing committee.

In other action, the Congress set up a committee to consider establishment of an ICFTU department to monitor human and trade union rights throughout the world, with emphasis on dictatorships and totalitarian countries.

Delegates also agreed to consider naming two women members to the ICFTU executive board in the near future.

The ICFTU represents 136 labor organizations in 96 free world countries.

Steelworkers President McBride at National Press Club.

McBride urges broad effort to map U.S. industrial policy

Steelworkers President Lloyd McBride called for active government participation with labor and management in the shaping of a national industrial policy to prevent the American standard of living from being washed away by a flood of imports.

McBride charged that the United States, by remaining "an island of free trade in a world of restrictions," has allowed itself to become the dumping ground for the excess capacity of government-subsidized industries in other countries.

"We are losing our industrial base, and the Reagan Administration seems content to let the erosion continue," McBride told a National Press Club audience in Washington. His speech and response to questions were broadcast over National Public Radio and carried on cable television.

McBride deplored the Administration's abandonment of the Steel Tripartite Advisory Commission and urged revival of a mechanism for cooperation by government, labor and management.

In this country, he said, the Steelworkers have pushed for modernization of the industry and agreed to contract changes that will save producers more than $3 billion over the next 30 months to help companies modernize and compete in the world market.

But there's no way American industry can compete with foreign governments if the U.S. government sticks to a hands-off policy, McBride stressed.

Revitalization threatened

He warned that union-management cooperation to revive the steel industry has been threatened by the proposal of U.S. Steel to import three million tons of semi-finished steel slabs a year from British Steel Corp., owned by the British government and modernized with government subsidies. A byproduct would be the shutdown of steelmaking operations at U.S. Steel's Fairless Works near Philadelphia.

"We are determined to do everything within our power to prevent this deal from being concluded," McBride declared.

"If consummated, this deal would put competitive pressures on other domestic steel producers, forcing them to make similar deals of their own with other subsidized steelmakers around the world. Tens of thousands of steel jobs would be lost in the United States," McBride warned, and many thousands more in allied industries.

"In the long run," he warned, "the United States would become a steel finisher only."

The union considers the proposal a violation of U.S. trade law, of the 1982 import agreement with the European Common Market, and of the union's collective bargaining agreement, McBride said. "We are hopeful that we can stop this deal."

It is not just steel that has been "targeted" by other countries for subsidies that have built up capacity beyond domestic needs, McBride noted. Tens of thousands of U.S. jobs have been wiped out in color television manufacturing, the consumer electronics industry, widebodied aircraft production, computerized machine tools and, increasingly, the high-tech industries that were supposed to provide new employment opportunities in the United States.

Cooperative planning

"If the United States is to become more competitive in the international market, business, labor and government must work together and develop workable long-term policies," McBride urged.

There is an important public role also, he added. "A vibrant, workable democracy needs discussion, disclosure, planning, vision, debate and goals."

President Reagan is wrong in his contention that government should leave industrial policy to be determined by the marketplace, McBride said. That's the problem, not the solution, he suggested.

Steel import curbs 'disappointing'

Continued from Page 1

and its trading partners agreed to "commit ourselves to halt protectionism and as recovery proceeds to reverse it by dismantling trade barriers."

U.S. Trade Rep. Bill Brock declared at a press conference that the only way to move toward an open trading system is to enforce U.S. trade laws. "If we focus on unfair trade practices, then we can move the system forward. This is the very essence of the commitment made by the President and the other heads of state at the Williamsburg summit."

The Japanese Ministry of International Trade & Tariffs called the decision "regrettable, though it had been expected."

New agreements

Reagan, in announcing the new restrictions, instructed Brock to enter into negotiations with any other steel-producing nations that are willing to work toward "orderly marketing agreements" whereby the supplier country would commit itself to ending unfair trade practices in return for a larger share of the American market. A White House spokesman said that after 90 days, the quotas will be adjusted to reflect any agreements.

Reagan said he settled on a four-year program "to give industry sufficient time to complete investment projects, improve productivity and restore profitability."

The industry and the USWA had urged a minimum of five years of restrictions to allow time for completion of capital expenditure cycles, and they had urged lower minimum tonnages and lower market penetration levels.

Although White House spokesman Larry Speakes said Reagan's decision was aimed "to help the American worker," McBride and Lena pointed out the program's shortcomings. The use of tariffs on stainless steel sheet, strip and plate will have little effect on imports as those segments account for 75 percent of the industry's volume.

At a National Press Club luncheon, McBride said, "Tariffs are not adequate and won't offset the subsidized import prices; the subsidizing countries will increase their subsidies to counter the tariffs." He added that "where tariffs are substituted for quotas, it never works."

In addressing the quota levels Reagan placed on the other industry segments, McBride and Lena said their true significance "remains to be determined." They noted the effectiveness of the restraint levels will depend on rising market demand for these products which are closely tied to the health of the capital goods sector of the economy, still in a recession.

Reagan's quota levels are those recommended by the ITC. At the time of the ITC recommendation, the Steelworkers and industry spokesmen charged, "Minimum import levels under the ITC recommendation are so large that domestic demand would have to increase substantially to near historic peak levels, before the restraints would have any effect."

Vital production

Specialty steel accounts for a small volume of the total steel production, just 2 percent in tonnage, but it represents 10 percent of the dollar volume because it is both capital and labor-intensive. The specialty steel industry is considered vital to the nation's defense, telecommunications, aerospace and oil refining industries.

The specialty steel industry and the USWA first filed a trade complaint 18 months ago, seeking protection from cheap imports which are subsidized by foreign governments and sold below production cost in the United States.

Since that filing, Colt Industries closed its Crucible Mill plant in Midland, Pa., costing 5,000 jobs; Bethlehem Steel ended its tool steel production after 75 years, and two other companies filed for bankruptcy. Employment dropped to 14,000—half of what it was a few years ago.

Last November, Reagan initiated a Section 201 (escape clause) case with the ITC, saying that the industry and union's allegations of subsidization were "well founded" and that "injury to the domestic industry is clear."

On March 24, the ITC agreed the industry was being injured and recommended quotas on tonnage and market penetration levels for imports for a three-year period.

Just prior to Reagan's decision, the USWA and the industry made an 11th-hour effort to persuade Reagan of the extreme need for a five-year program of quotas.

Amalgamated Bank rated tops in N.Y.

New York—In a survey of 17 banks in the New York metropolitan area, the state's Consumer Protection Board rated the union-owned and operated Amalgamated Bank tops in services favorable to consumers, especially those with modest incomes.

On the other side of the banking coin, the second-place finisher was more than 30 points behind Amalgamated in the panel's rating system, and two of the world's largest and richest financial institutions, Chase Manhattan and Citibank, bottomed out at 16th and 17th, more than 100 points behind the union bank.

The Amalgamated Bank, founded 61 years ago by the union that is today the Amalgamated Clothing & Textile Workers, operates in New York and Chicago.

The consumer agency gave it full marks for its practices that include free savings accounts and a service charge of only $1 a month on checking accounts with balances under $100.

In contrast, the agency said, Citibank requires customers to maintain savings account balances of at least $500 or pay a $1.50 monthly charge and a loss of interest.

Asbestos in schools

The Service Employees released the results of a survey of asbestos in school buildings in 11 states that shows 10 percent of the schools contain flaking or crumbling asbestos and as many as 3.2 million students and 648,000 school personnel are being daily exposed to this cancer-causing substance. Attesting to the dangers at a press conference are, from left, Dr. Marion Moses, a Mt. Sinai School of Medicine researcher; James Fite, executive director of the White Lung Association's Asbestos Abatement Information Center, and SEIU President John J. Sweeney.

Musicians act to meet needs of union's traveling members

Phoenix—Delegates to the Musicians' 85th convention took steps to solve the pressing problems of traveling musicians and the steady decline in their number represented by the union.

Describing the traveling musician as "the lost person" of the union, AFM President Victor Fuentealba warned that "something has got to be done at this convention or you can kiss the traveling musicians goodbye."

The 750 delegates adopted two resolutions which the AFM executive board said could give traveling musicians greater protection and encourage them to stay in the union. One empowers the board to study and act on any adjustments deemed necessary in the laws and wage scales governing traveling musicians in the hope of improving the union's protection and service of these members. Previously, that power was vested in the local unions.

The second measure repeals the 10-percent wage differential that lounges, hotels, motels, and restaurants throughout North America have been required to pay unionized traveling musicians. The provision had been designed years ago to protect resident performers from losing job opportunities to outsiders, but had been increasingly criticized as unfair to those who must go on the road to stay employed.

Differential repealed

Over the objections of several locals, including Local 369 of Las Vegas, delegates did away with the differential, creating parity between traveling and home-based musicians.

In other resolutions, the delegates rejected a move to return to annual conventions, gave the executive board authority to merge locals when it seems in the best interest of the AFM, defeated an attempt to amend the work dues structure the union adopted two years ago, and resoundingly rejected a proposal to disaffiliate from the AFL-CIO.

In his report to the convention, Fuentealba said the union's work dues structure begun in January 1981 had proved successful in alleviating AFM's financial problems and that "we are definitely moving forward."

The work dues plan calls for members to pay one-half of 1 percent of scale wages to the national union and one-half of 1 percent to their local.

Officers re-elected

Other highlights of the four-day convention included the election of officers and addresses by visiting guests.

Fuentealba easily defeated his only challenger, Elio Del Sette of Local 506 in Saratoga Springs, N.Y., by a 4 to 1 margin. Sec.-Treas. J. Martin Emerson of Washington, D.C., and Vice President from Canada J. Alan Wood of Toronto were returned to office by acclamation.

Two new members of the executive committee were chosen, Sam Folio of Clarksburg, W.Va., and Robert Manners of Los Angeles.

Chairman John Patrick of the British Musicians Union's executive committee addressed the delegates and pledged solidarity with the AFM. The two unions share not only the universal language of music, he said, but also similar obstacles and goals. Overcoming these obstacles and achieving those goals cannot be blocked by national boundaries, he declared.

Also addressing the convention were Arizona Gov. Bruce Babbitt and President Robert Connolly of the Central Arizona AFL-CIO.

Lower benefits struck down

Supreme Court bars sex bias in pensions

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purchase of annuities, contracted by the state with a private insurance carrier, providing monthly payments for life.

In a typical case, the annuity to a 65-year-old woman would be $33.95 less each month than the annuity of a male employee of the same age who had contributed the same amount to the plan.

A shift in alignment on the Supreme Court produced a different majority that rejected making the ruling retroactive and held instead that the equalization of benefits would be applicable only to future payments.

In two other cases in which the AFL-CIO had participated, the Supreme Court agreed with labor's position in one, but ruled otherwise in the second.

The victory came in a 5-4 decision that rejected an attempt to apply an 1871 law enacted in response to Ku Klux Klan violence to damages that resulted when some of the participants in a protest against a non-union construction project near Port Arthur, Tex., overran the job site.

Injury claim

Two employees who claimed injury and the contractor whose equipment was damaged brought a conspiracy suit under the federal law.

A federal district court ordered 11 of the 25 local unions originally charged with conspiracy to pay $112,000 to the company and $10,000 to the individual defendants. An appellate court upheld the judgment against three of the unions after dropping eight other locals from the case for lack of evidence.

Before the Supreme Court, the remaining locals protested that the lower courts had stretched a law intended to deal with conspiracy to deny civil rights beyond recognition. The effect would be to establish a new constitutional right of "working for a non-union employer."

In his majority decision, Justice Byron R. White agreed, holding that the Reconstruction-era civil rights law can't be construed "to reach conspiracies motivated by economic or commercial animus."

Further, he said, the National Labor Relations Act deals "in great detail" with union activity and it would be "unsettling" to established law to inject the 1871 law into the regulation of union conduct.

Other remedies

There are state and federal laws that are intended to deal with economic conflcts, White emphasized and damage claims can be met through "the general law proscribing injuries to persons and properties."

In the other case, the Supreme Court ruled 6-3 that a person hired as a "permanent" replacement for a striker may sue in state court an employer who fired him after reaching a settlement with the union.

While the case involved a Teamsters local, the AFL-CIO filed a brief expressing the federation's concern that the effect of such a suit would be to discourage settlements of labor disputes.

In the case at issue, a building materials supplier in Louisville, Ky., had advertised for "permanent employees" to replace some 400 workers who went on strike.

On several occasions, the firm assured the strikebreakers it had hired that their jobs were permanent. Management granted a wage increase to employees who stayed on the job, leading to an unfair labor practice charge from the union.

The strike settlement included an agreement reached at the National Labor Relations Board regional office for withdrawal of unfair labor practice complaints by both parties and for phased reinstatement of all the strikers.

To make room for the returning strikers, the company laid off its strike replacements, but told them they would be considered for jobs after all of the strikers had been recalled.

Sued company

Twelve of the discharged strikebreakers sued the company for $500,000 damages each in state court claiming misrepresentation and breach of contract. A trial court judge dismissed the case, but Kentucky's appellate court reinstated the suit, holding that the controversy was "a merely peripheral concern" of federal labor law and came within state jurisdiction. The Supreme Court agreed.

A dissent by Justice William J. Brennan, Jr., joined by Justices Thurgood Marshall and Lewis Powell, said such claims by persons hired to replace strikers could make employers "less willing to enter into a settlement agreement" and thus "frustrate the strong federal interest in ending strikes and in settling labor disputes."

Paperworkers, IBEW win gains at southern mills

Members of two AFL-CIO unions have ratified a new three-year agreement with the International Paper Co., providing substantial wage and fringe benefit improvements for some 6,000 workers in six southern paper mills.

The pact covers 21 locals of the Paperworkers representing about 5,000 of the workers and seven locals of the International Brotherhood of Electrical Workers.

Under the contracts, which are retroactive to June 1 when the previous pacts expired, hourly pay will rise by 6 percent in each of the first two years and by 5 percent in the third year. In addition, when a new team concept of work is implemented sometime over the next year, workers will get an estimated 4-percent average adjustment in their wages.

The agreement also provides for a revised pension plan which will provide flat benefits based on service rather than on a complex earnings formula.

Other improvements include a fifth paid personal holiday, a $30 annual payment for safety shoes, a cent-an-hour rise in shift differential pay, and increases in overtime meal allowances.

The workers covered by the agreement are employed at plants in Mobile, Ala.; Moss Point and Natchez, Miss.; Camden and Pine Bluff, Ark., and Bastrop, La.

IUE adopts a new name for a new era

Members of the IUE have voted to change their union's name to one that is more "appropriate to its present makeup, its mission and its future." The International Union of Electrical, Radio & Machine Workers henceforth will be known as the International Union of Electronic, Electrical, Technical, Salaried & Machine Workers, AFL-CIO.

IUE's trustees announced its local unions had "overwhelmingly" ratified constitutional amendments to change the name. The union will continue to use the initials "IUE" as an abbreviation of the full name.

President William H. Bywater and Sec.-Treas. Edward L. Fire said in a statement: "IUE has strong roots in each of the five segments of industry identified by the new name. We intend to organize in all of those areas, including high tech, professional and salaried workers."

Declaring that "IUE is truly a union for the 1980s, 1990s and beyond," Bywater and Fire noted the union's dropping of the word "radio" from its name "reflects one of the traumas of this union's history. Where once thousands of IUEers made radios for Philco, Westinghouse, Emerson and others, today no IUEer—or any American worker—produces home radio receivers for the consumer market. All such radios sold in the United States are made abroad—not because the American people voted for it, but because corporate America and its political allies imposed this change."

The new name is subject to approval by the AFL-CIO Executive Council.

OSHA faulted for delays on asbestos standard

Foot-dragging by the Occupational Safety & Health Administration on revisions to the asbestos exposure standard was sharply criticized in testimony before the House Subcommittee on Manpower & Housing.

Margaret Seminario, associate director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security, charged the government has failed in establishing and enforcing strong occupational asbestos regulations.

She told the subcommittee that the AFL-CIO is encouraged by OSHA's recent moves to speed up work on the revisions which are now expected by the end of this year. But she expressed concern that the new standard will be based on a 1975 proposal that would limit permissible exposure to 0.5 fibers per cubic centimeter of air and that there has been a marked reduction in the enforcement of asbestos regulations.

Tighter standard

Seminario pointed out that in 1980 a joint study by OSHA and the National Institute of Occupational Safety & Health said scientific evidence supported the need for a stricter standard of 0.1 fibers per cubic centimeter.

OSHA has announced it will divide its rulemaking into two parts, the first concerning the exposure levels and the other concerning provisions for medical surveillance, monitoring and other aspects of the standard. Seminario noted that while the exposure level section will receive final action by December 1983, no timetable has been set for final action on the other revisions.

Lax enforcement

The hearings, chaired by Rep. Barney Frank (D-Mass.), were titled "Failing to Regulate—Asbestos: A Lethal Legacy." Seminario pointed out that half that legacy is due to OSHA's failure to enforce the existing standard. For nearly two years, the agency has had in hand evidence documenting the grave risk of exposure at the current permissible levels, yet there has been no effort to step up enforcement, she said.

From fiscal year 1980 to FY 1982, there was a 60 percent drop in citations for violations of the asbestos standard. This compares to a drop of 27 percent in violation citations for all standards.

The AFL-CIO would like a stepped-up OSHA enforcement program on asbestos to include more inspections in high-risk demolition and removal work; a policy mandating serious citations for violations of the standard, regardless of exposure levels; greater use of willful citations where the employer had knowledge of the risks, and maximum penalties for violations of the standard.

Rep. George Miller (D-Calif.) testified that the failure of the "responsible industry to pay for the disabilities suffered by their workers has passed the cost of compensating occupational diseases to the taxpayers." He said taxpayers spend $3 billion a year in an "inadvertent subsidy" of hazardous industries. Of the nearly 25,000 lawsuits filed by asbestos victims, very few plaintiffs receive large judgments and most who receive anything at all get small amounts, Miller said. He noted that court costs and attorney fees sometimes leave only 10 to 15 percent of the settlement figure for the victim.

Miller charged that the few dollars a company saves on "this quarter's 'bottom line' by delaying installation of effective engineering controls will be millions of dollars of compensation costs down the road and incalculable human misery."

Not worth it

He added, "No civilized society should expect workers to sacrifice their health and their lives for such short range objectives."

OSHA Administrator Thorne G. Auchter also testified at the hearing, noting his recent request for speeding up the regulatory process. He accounted for OSHA's inaction by charging that there were "scattered agency efforts relating to asbestos" and "no cohesive OSHA policy on development of a new standard" before he took office in early 1981. In the spring of 1982, a "preliminary regulatory development team" was set up to develop recommendations for a revised standard. In February 1983, "this team of experts recommended to me that the permissible exposure level be reduced and that the asbestos standard be revised in its entirety," Auchter said.

IAM study cited

In a related action, Machinists President William Winpisinger wrote to Labor Sec. Raymond J. Donovan, charging that "Auchter has been sitting on a Risk Assessment for Asbestos and the recommendations of a joint OSHA/NIOSH committee since he took office."

Winpisinger scored the agency's proposed exposure limit of 0.5 fibers per cubic centimeter of air, saying it should be dropped to 0.1 fibers, "not because it is 'safe,' but because it represents the lowest reliably detectable level using current measurement techniques."

He reported that the results of a medical screening of asbestos-exposed IAM workers and their spouses has been "devastating." Fifty percent of the IAM members who participated were found to have abnormal chest X-rays, he said.

Arkansas unions vow fight against 'unfair' sales taxes

Hot Springs, Ark. — Delegates to the 14th biennial convention of the Arkansas State AFL-CIO expressed firm opposition to further increases in "unfair" state and local sales taxes.

State Federation President J. Bill Becker charged that the state's sales tax system is "unfair" because feed for "chickens and hogs is exempted, while feed for humans—groceries—is taxed."

The resolutions passed by the delegates charged that sales taxes are the most regressive form of taxation because they bear no relation to the ability to pay and place the heaviest burden on those who can least afford them. Efforts are under way to increase the state sales tax while loopholes and exemptions to the tax cost the state $250 million annually.

At the local level, the delegates resolved to create a statewide committee that includes public employee unions to "develop fair and realistic tax programs." The resolution noted that 11 counties and 31 cities have approved local sales taxes.

The convention delegates also strongly endorsed the boycott of the Tyson Foods plant in Nashville, Ark., by Food & Commercial Workers Local 425 which has been unable to obtain a contract with the company since it was certified as the workers' bargaining agent in June 1982.

The delegates also passed resolutions advocating that federation affiliates work together "in educating, agitating and organizing for Solidarity Day III," promoting legislation on plant-closing protections, supporting the teaching of labor history in the schools, legislation to outlaw the use of polygraphs as a condition of employment, and upholding the provisions of the Davis-Bacon Act.

James Clark of Steelworkers Local 4880 was elected the new secretary-treasurer, and Ralph Green of Food & Commercial Workers Local 1583 was chosen vice president. Federation President Becker was re-elected for a two-year term.

Past Sec.-Treas. E. J. Jacobs, who was first elected to that office in 1964, was honored on his retirement with a resolution expressing "appreciation and gratitude" for his long service and at a testimonial banquet.

Hits cutoffs

Arkansas Gov. Bill Clinton, in an address to the delegates, condemned the Reagan Administration's harsh treatment of persons receiving social security disability benefits. Clinton had just returned from Washington, where he had testified before the House Select Committee on Aging. Clinton scored the Administration's overzealous efforts which have chopped more than 300,000 persons from the disability rolls, including many who are totally disabled.

Among other speakers were State, County & Municipal Employees President Gerald W. McEntee; Carpenters President Patrick J. Campbell; Woodworkers President Keith Johnson; Electrical, Radio & Machine Workers President William Bywater; National COPE Director John Perkins; Ladies' Garment Workers Vice President Evelyn Dubrow, and Norman Hill, president of the A. Philip Randolph Institute.

California unions score more wins in campus voting

Los Angeles—AFL-CIO unions have chalked up impressive results in recent representation elections among employees on the nine campuses of the University of California.

The outstanding success by far was the June 29 victory by the State, County & Municipal Employees, which won the right to bargain for some 30,000 workers in units of clerical, service and maintenance, and patient-care employees.

Other victories were posted by:

- The United Federation of Librarians and University Council of the American Federation of Teachers, which will bargain for 401 professional librarians.
- The Building & Construction Trades Council of Alameda County, which won bargaining rights for 238 skilled crafts workers at the Lawrence Berkeley Laboratory.
- The Printing Trades Alliance, chosen as bargaining representative of 95 workers in the printing trades unit.

Earlier, on June 14, the San Francisco Building & Construction Trades Council won the right to represent 52 employees at the University of California in San Francisco. And, on June 23, Local 501 of the Operating Engineers won representation rights among 326 skilled craft employees at the University of California in Los Angeles.

Additional elections involving other skilled crafts on various campuses are set for later this year.

Heads AGMA

Nedda Casei is the new president of the American Guild of Musical Artists, the first woman to hold the post in the more than 40-year history of the union, which represents opera, concert and ballet performers. Casei, a mezzo soprano with New York's Metropolitan Opera, was elected by a mail ballot of the union's 5,500 members.

Public employee bargaining rights enacted in Ohio

Continued from Page 1

"It's a day all Ohioans can be proud of and those who supported the bill can take pride in the fact that they stood with the workers on this issue."

The state legislature adopted similar legislation twice in the 1970s, but the bills were vetoed by Republican Gov. James A. Rhodes. Last year, with the strong support of the state's union members, the Democrats regained control of the state senate, marking the first time since the 1959-60 legislative session that the party controlled both houses and the governor's office.

Ohio is one of the last industrial states to grant collective bargaining rights to public employees, and it joins eight other states in allowing public workers a limited right to strike.

PLEASE DON'T BUY
Iowa Beef Processors meat and meat products.
UNFAIR

Immigration bill changes termed vital for support

The AFL-CIO has urged House members to support amendments to immigration reform legislation that would remedy serious objections to the bill reported by the House Judiciary Committee.

House consideration of the Senate-passed immigration bill has been complicated by overlapping jurisdiction among its committees. Thus, the Judiciary Committee version will be considered along with changes proposed by the Education & Labor Committee, the Agriculture Committee and the Energy & Commerce Committee.

AFL-CIO Legislative Director Ray Denison expressed concern that both the Judiciary Committee bill and changes sought by the Agriculture Committee would lead to revival of the bracero program, which a generation ago kept farm wages down and reduced job opportunities for farm workers already in the United States by enabling growers to bring in large numbers of "temporary" workers from Mexico.

He strongly urged adoption of an amendment sponsored by Rep. George Miller (D-Calif.) and approved by the Education & Labor Committee. It would assure that legal residents of the United States have first priority on jobs and that any temporary workers brought in for limited periods would be assured wages and working conditions that would not depress local standards.

Denison also gave a strong endorsement to another Education & Labor Committee amendment, by Rep. Augustus F. Hawkins (D-Calif.), that would provide "a speedy and effective mechanism for enforcing the prohibitions on the hiring of undocumented aliens and on employment discrimination against documented workers."

As it emerged from the Judiciary Committee, Denison said, the immigration bill doesn't meet the AFL-CIO's "minimum requirements" and the federation can't support it.

But with the Hawkins and Miller amendments, he said, the AFL-CIO supports the legislation as making "important and needed improvements in the present immigration laws."

Denison said the federation especially endorses the amnesty provision which provides that persons who arrived in the United States illegally before Jan. 1, 1982, should be allowed to apply for permanent legal resident status.

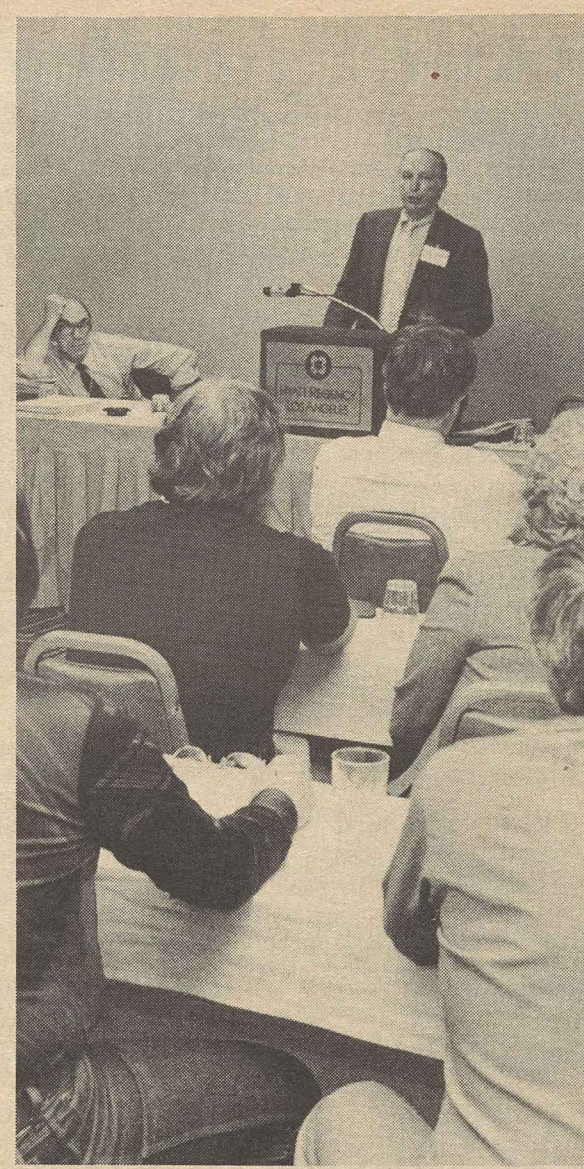
Rallies at each conference included a keynote speech by Lane Kirkland.

Regional conference scenes

Strategies for handling the issues facing workers and unions were the central topics at the 1983 AFL-CIO regional conferences held in seven cities from April to June. At each of the three-day sessions, several hundred state and local leaders met with AFL-CIO staff for workshops and with AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue in question-and-answer sessions that Kirkland said were used to insure "a free flow of ideas, opinions and evaluations of labor's programs."

The theme of the conferences, "Put America to Work for a Change," pointed to labor's program for stemming the massive unemployment brought on by the Reagan Recession. Other topics included preparation for the 1984 elections and plans for observing Labor Day 1983 as Solidarity Day III.

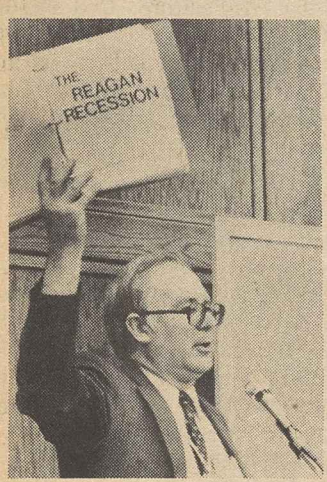
The 1983 conferences were held in Myrtle Beach, S.C., Albuquerque, N.M., Los Angeles, St. Paul, Minn., Niagara Falls, N.Y., Cincinnati and Kansas City.



Sec.-Treas. Thomas R. Donahue in a dialogue with conference participants.

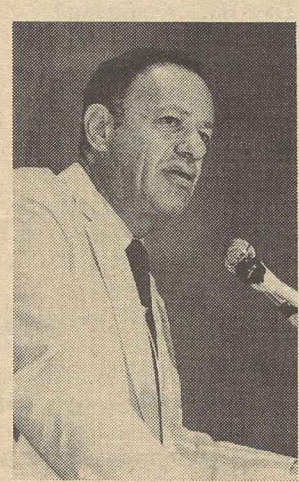
Legislative Director Ray Denison outlines status of key bills.

Organization Director Alan Kistler discusses growth trends.

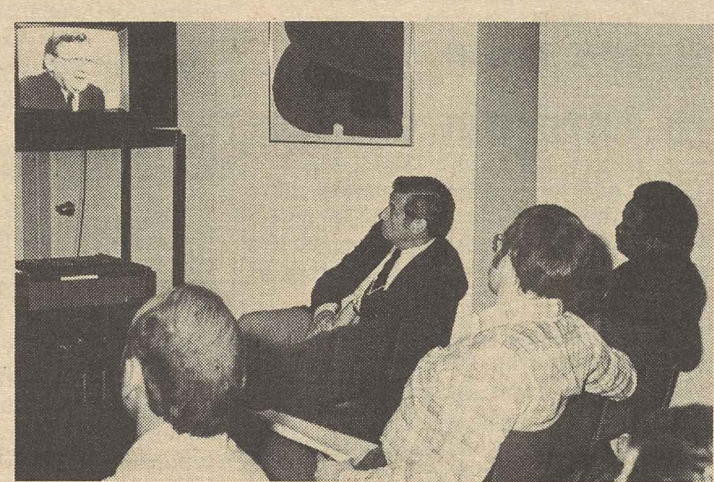


Economic Research Director Rudy Oswald.

Civil Rights Director William Pollard.

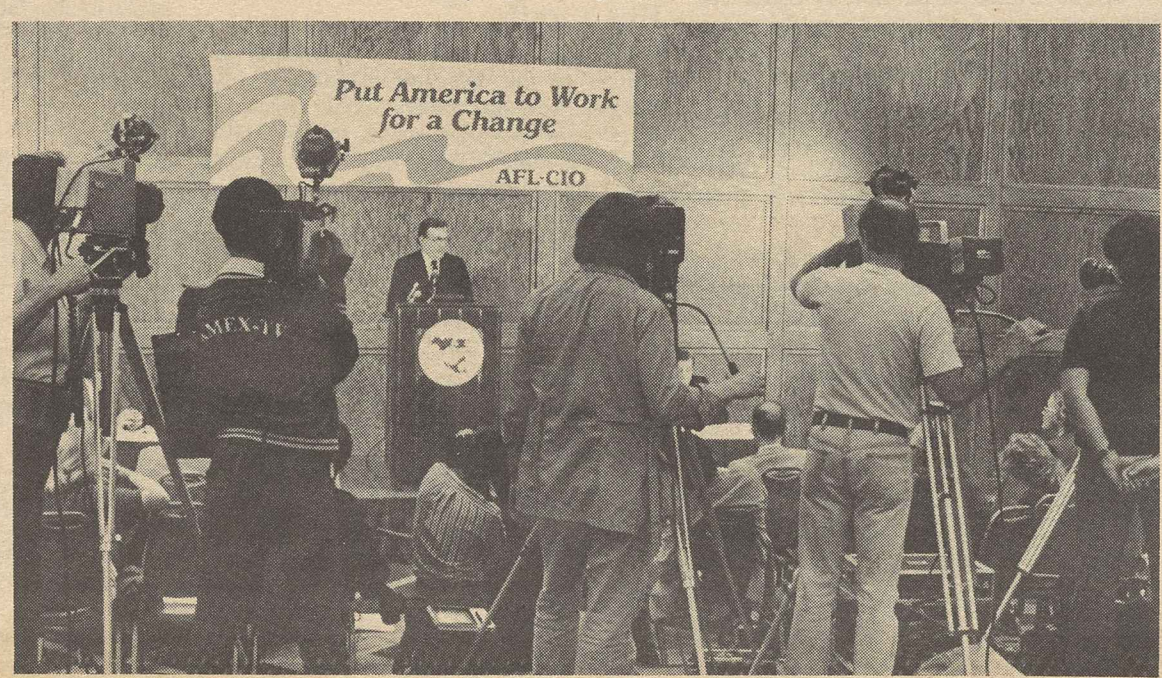


Kenneth Young, executive assistant to Kirkland.



Information Director Murray Seeger introduces television programming and video news services for local labor.

Preparations for 1984 election are discussed by COPE Director John Perkins, right, Frances Kenin, AFL-CIO liaison representative with the Democratic National Committee, and Assistant COPE Director Dick Wilson.



Kirkland fields questions at press conference.

EDITORIALS

Sparkle or Fizzle?

PRESIDENT REAGAN assures us that "the American economy is beginning to sparkle," and his claim isn't entirely without substance. There have, indeed, been some welcome signs of an upturn. And the stock market has already climbed in anticipation of higher business profits.

But the sparkle is just a dim pinprick of light for millions still jobless after two cruel years of recession and for other millions of young people who are pouring into the job market from our schools and colleges.

Thanks to improved economic growth, the Administration tells us, it has revised its forecast and now anticipates that unemployment will drop to "only" 9.6 percent by year's end and decline to about 8.6 percent by late 1984.

Just a few years ago, unemployment over 5 percent was considered serious and over 6 percent a calamity. The target set by Congress in the Humphrey-Hawkins bill, which seemed so modest when the legislation was passed in 1978, was to bring unemployment down to 4 percent. Oh yes, the target date was 1983.

THIS ADMINISTRATION no longer bothers even to give lip service to the national goal of full employment.

Instead of fretting over the painfully slow pace of recovery, and maybe doing something about it, the Administration and the Federal Reserve Board have found a new worry.

There may be too much sparkle in the economy.

News reports indicate that some top Administration officials, including the Secretary of the Treasury and the chairman of the President's Council of Economic Advisers, are concerned that the recovery may be too rapid. They are reported to have encouraged the Federal Reserve to tighten credit and let interest rates rise.

That should be just the medicine to choke off a welcome resurgence in homebuilding and auto purchases, with the ripple effect these industries have on the entire economy.

After all, if too many of those people whose unemployment insurance has about run out were drawing paychecks again, the economy might overheat.

Get out the fire extinguisher, instead. Put out that sparkle.

The Problem Gets Bigger

PAYMENT FOR health care is a worrisome problem for society, and it would be fatuous to pretend there is any simple, easy answer.

Medicare and Medicaid costs are high and will go still higher, even if some of the more sensible cost containment proposals are adopted. The same is true for employment-related health insurance and for individuals who must meet doctor and hospital bills out of their pockets.

There is not even necessarily a villain. Thanks in large part to medical advances, people do live longer and in so doing require longer periods of medical care.

Without the shared risk of insurance, or the backup of a government program, only the rich could afford heart surgery or cancer treatment. But not even the Reagan Administration is quite ready to come out and say that only the affluent shall have a right to life.

The Administration does keep touting the virtues of bringing down health insurance costs by encouraging workers or retirees to choose the cheapest of available plans. Sometimes this is proposed with the carrot of a voucher system that would let someone willing to gamble on staying healthy profit modestly by choosing bare-bones coverage. (Too bad, of course, if it should prove inadequate.) And sometimes, as in the proposal to tax employers who provide "excessive" benefits, a stick would be used.

Inevitably, there must be a fresh look at basic changes in the method of providing and paying for health care. In the budget crunch and the conservative tilt in government that came with the Reagan Administration, the proposals of the labor-supported Committee for National Health Insurance were shunted aside.

But that didn't make the problem go away. It just got bigger.

'Please—You're Blocking the Door!'

Washington Window

Caribbean Basin scheme a blank check for imports

By Press Associates, Inc.

The Caribbean Basin Initiative, a bold-sounding proposal with appealing promises to match, again is making its way through Congress.

President Reagan proposed the CBI two years ago as a way to provide economic help to Caribbean and Central American nations struggling with poverty and political instability.

Last year, Congress passed and the President signed into law one component of the Caribbean Basin Initiative—a $350 million package of direct economic aid to the region, which was supported by organized labor.

A more controversial part of the CBI—that permitting duty-free imports into the United States from 28 countries of the region—died in the Senate last year after clearing the lame-duck session of the House.

But this proposal was revived in the 98th Congress. It passed the Senate as an amendment to another bill, and the House is scheduled to take it up under a procedure that would prevent amendments.

Job erosion

This tariff portion of the CBI is strongly opposed by organized labor for several important reasons. First, it would further erode U.S. jobs and add to the nation's unemployment.

Second, its primary beneficiary would be not the people of Central America and the Caribbean, as advertised by the Administration, but multinational corporations both foreign and domestic.

The pending bill would give the President a virtual blank check to grant a huge trade concession—zero tariffs—on most exports from the Caribbean region.

Because the bill lacks a strong local-content requirement, the Caribbean region likely would become a funnel through which multi-national corporations would import into the U.S. products originating elsewhere in the world. These products would be sent for final treatment or assembly to the Caribbean for shipment to the United States, duty-free.

Also, U.S. companies now making in the Caribbean region products and parts that they also make in the United States would increase their foreign production.

Labor-backed bill

The AFL-CIO has supported instead a bill introduced by Rep. Richard Gephardt (D-Mo.) as an alternative to both protect U.S. jobs and afford genuine help to the peoples of Central America and the Caribbean.

Rep. James Oberstar (D-Minn.) will offer its key provisions as an amendment to the Caribbean bill—if he can first get the House to adopt a rule allowing the amendment to be proposed.

The Gephardt bill would encourage economic development and jobs in the region through a meaningful local-content requirement and would provide that several countries be phased out, or "graduated," from duty-free treatment under the Generalized System of Preferences (GSP) of the 1974 Trade Act. Under the GSP, the Executive Branch already has given zero tariff status to 3,000 products from 140 developing nations.

Countries that have become strong, self-sufficient trading partners would be thus graduated from the GSP. These include Taiwan, South Korea, Hong Kong, Mexico and Brazil. The result would be to provide Caribbean region nations with a greater opportunity to develop their export industries while easing the pressure on U.S. industries and jobs.

Caribbean region nations, to qualify for the preferred tariff treatment, would have to assure human and trade union rights and workplace standards.

With those changes, the AFL-CIO would support the bill. Without them, labor is opposed.

AFL-CIO news

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Vol. 28, No. 27 SATURDAY, JULY 9, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
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MEMO FROM COPE

"My feeling—and it's very deep within me—is this: No, the rich don't need my help, and I'm not doing things to help the rich. I'm doing things that I think are fair to all of the people."

—President Reagan, press conference 6/28/83

FAIRNESS

Reagan is fair . . . and we defy any wealthy person to deny it

► On the one hand, President Reagan won't tolerate any attempt by Congress to cap his third-stage tax cut at $700—a cap that affects mostly upper-middle-income and high-income families, who got the lion's share of cuts.

► On the other hand, he proposes to tax workers for employer contributions to their health insurance plan.

* * * * *

► On the one hand, Reagan is prepared to go to the mat so persons earning $100,000 a year and up will receive the full $2,384 third-year tax cut—on top of $4,042 a year in the first two stages—for a total of $6,426 (only about $1,000 less than a person makes working 40 hours a week, 52 weeks a year at the minimum wage rate).

► On the other hand, Reagan's proposed tax on workers for employer health insurance contributions would cost $153 a year for workers in the $10-$15,000 income range, according to the administration's own figures. (The $153 just about offsets dollar for dollar what workers at that income level will realize under Reagan's third-stage tax cut. In the case of working people, what one administration hand giveth, the other taketh away.)

* * * * *

► On the one hand, Reagan's tax on workers' employer-paid health insurance premiums would—according to the administration—provide $27 billion to the federal treasury over five years, $2.1 billion the first year—but from the wrong folks.

► On the other hand, the $700 cap would provide $20 billion over three years, $6 billion right off the bat, whittling down Reagan's $200 billion deficit more and quicker—and from the right folks.

* * * * *

► On the one hand, tax and budget changes pushed through by the Reagan Administration (according to the Congressional Budget Office) will increase after-tax incomes of persons making more than $80,000 a year by $64 billion in the period 1982-85.

► On the other hand, the same changes will snatch away more than $20 billion in benefits from households with incomes below $10,000 a year.

* * * * *

► On the one hand, Reagan reduces corporate taxes and estate taxes for the wealthy few almost to the vanishing point.

► On the other hand, he reduces food stamps, medical care, education aid, child nutrition for millions of needy.

* * * * *

► On the one hand, if you're well-to-do, Reagan is fair.

► On the other hand, if you're not, he isn't.

Poll Votes vs. Poll Booth Votes

Anderson: Spoiler in the Wings

All the polls about who would win the presidency if the 1984 election were held today—and there are many of them—are as valid as predicting the outcome if you could get Muhammed Ali and Rocky Marciano into the ring together, both in their prime. There is no substitute for the real event, and nothing can simulate it.

Nevertheless, we keep having the if-the-election-were-held-today polls a year and more ahead of the actual election. They provide employment for the pollsters and hours of speculation for political buffs.

One of the latest "if" polls throws the expected third-party or independent candidacy of former Rep. John Anderson into the mix. As of now, the poll finds, Anderson—who ran independent in 1980 after a feeble showing in GOP primaries—would likely louse it up for former Vice President Walter Mondale or Sen. John Glenn if either were the Democratic nominee against President Reagan. (The poll pitted against Reagan only those two of the six announced Democratic candidates.)

Conducted by the Washington Post and ABC News, the survey found that among all voters Mondale would top Reagan in a two-way race 49-44 percent, with seven percent in a category called "other, would not vote, no opinion," while Glenn would run 52-40 ahead of the President.

Put Anderson into the contest, however, and you get a dead heat. Anderson gets 13 percent in either instance, and his presence drops Mondale back to 39-39 vs. Reagan and cuts Glenn's edge down to 40-39.

It's hard to overlook the warts in this type of far-in-advance polling. The 13 percent support it credits Anderson with when there's nothing at stake but a poll is just about double the actual 6.7 percent he got when the real-life presidency was in the balance in November 1980.

If you're to take the figure seriously, Anderson does twice as well by not campaigning as by campaigning. Here it is three years that he's been out of the picture and without a national forum. But lo and behold, he's stronger than ever.

It doesn't wash, and the poll really says less about the candidates—particularly Anderson—than about American voters.

It's been demonstrated repeatedly that citizens take their *real* vote much more seriously when they actually cast it in the voting booth than their *pretend* vote when responding to some poll. This was seen most recently in the George Wallace presidential campaigns.

In 1968, for example, early polls showed Wallace with startlingly high percentages of support nationwide. Strongest in the South, he nevertheless appeared to have substantial backing in almost every state. Early on, it looked as if he might grab as much as 25-30 percent of the vote, and there was concern that the presidential race would be thrown into the U.S. House.

But when the vote was tallied, Wallace had less than 15 percent nationwide and, outside of the South, only about seven percent.

What happened was that when it came down to the *real* vote that counted—as opposed to poll responses that really didn't—overwhelmingly, Americans cast ballots for a candidate they felt had a realistic chance of winning.

Anderson is likely again to suffer the same slippage between poll and poll booth. Much of the present 13 percent would never survive the trip behind the voting curtain when the presidential chips are down.

The poll makes one point worth noting—though not a new one. It finds Anderson's candidacy will take far more votes from the Democratic nominee than from the President. That already happened in 1980, when Anderson peeled off nearly 10 votes from Jimmy Carter for every one he took from Reagan.

In a close presidential race, one-sided impact like that could be decisive. This is why Anderson is seen by many as a potential spoiler for a Democratic return to the White House in January 1985.

Odds 'N Ends

STRATEGISTS FOR REAGAN'S anticipated reelection effort have three major worries, according to recent Washington Post story. They fear losing strength in southern states because of growing registration of black voters. They fear the so-called "gender gap"—that is, the weakness of Reagan support among women voters. And they fear there could be loss of a substantial chunk of support they claim Reagan got from working people in 1980. All three concerns are realistic. Reagan backing in black community is lowest of any President or presidential contender in years. Polls show women voters support President by percentages 10 points and more lower than male voters do. Mass unemployment and policies clearly weighted in favor of corporations and the well-to-do enfeeble his support among workers.

THAT SUPPORT WAS MISREAD in first place, and exaggerated as well. Reagan and his thinkers interpreted 1980 results as heralding a long-term swing to right among public at-large. They acted on what they thought was their mandate. Elections of 1982 showed just how "long-term" the swing was and that the "mandate" was brittle as a potato chip. As for worker support, it was misread as enthusiasm for Reagan and program rather than dismay over staggering inflation and other liabilities of Carter years and willingness to try almost anything to change. Price of that change has been massive unemployment, cruel cutbacks in people-aiding programs.

DESPITE RISE IN POLLS for Reagan, jobs remain at top of list of concerns among Americans, recent Newsweek survey shows. Unemployment was top issue with companion issues of job loss to imports and education neck-and-neck behind it.

BIG DEBTS FOR BIG MONEY right-wing PACs. National Conservative PAC in the red for $833,000 as of end of May, down only a small amount from $900,000 it owed in January. Fund for a Conservative Majority in hock for $475,000. Don't cry for them, though. Not likely that debt will become a way of life.

NO VOTE OF CONFIDENCE in the effectiveness of five of the major U.S. business associations among top-level corporate leaders, whose opinions were asked by pollster Lou Harris. Business groups listed were Business Roundtable, U.S. Chamber of Commerce, National Association of Manufacturers, American Business Conference, Federation of Independent Business. Highest "very effective" rating went to Roundtable, but that was only 16 percent. Others got 10, 7, 3, 2 percent respectively. All did fair-to-middling in the "somewhat effective" category. Under "hardly effective" Roundtable showed up best with 16 percent again, others in order got 34, 31, 30, 32 percent.

PITY COLLEGE REPUBLICANS, they're already like their elders, only they're so much younger. Politically, they are prematurely gray. National College GOP launches big campaign against student public interest groups that push for things like environmental and consumer protections, safety at the workplace and other pinko stuff. Young-old-fogeys of College GOP charge the other crowd is "instrumental in leading anti-Reagan and anti-free-market forces on campuses," is a "major threat to democracy on American campuses," and is "unethical, undemocratic and unconstitutional." The groups College GOP is attacking are partly funded by student fees—for which students can demand refunds—and partly by foundations. College GOP is financed partly by $250,000 from GOP National Committee. Lawsuits launched by campus GOP against the environmental etc. groups are financed by Mid-Atlantic Legal Foundation, part of a national network of conservative legal operations started by union-busting brewer Joe Coors.

AFL-CIO news

VOL. 28, NO. 28
SATURDAY
JULY 16, 1983

2 job-creating measures gain approval by House

Bills facing Senate fight, veto threat

By Susan Dunlop

The House passed two labor-supported bills providing funding for job-creating public works and housing projects, but both face stiff opposition from Senate conservatives as well as the threat of presidential vetoes.

By 306 to 113, the House cleared a measure that would provide $1.5 billion in federal economic development grants over the next three years to help communities suffering from high unemployment finance public works projects.

The grants, which would have to be matched with public or private money, would be earmarked for repair and development of public infrastructure, including roads, water and sewer systems, education and health facilities.

The bill also authorizes $2.7 billion over the next eight years for similar programs—and highway development—under the Appalachian Regional Development Commission. Among the projects this money would fund are basic health care, drinking water and waste disposal systems for the people of the region.

The AFL-CIO called the bill a modest but essential part of a labor-backed program of anti-recession, job-creating legislation which will also help communities pay for vitally needed projects.

Prevailing wage

The Building & Construction Trades Dept. applauded the House's rejection of amendments pressed by Rep. Robert S. Walker (R-Pa.) and other conservatives that would have gutted specific language in the bill requiring that all projects meet the prevailing wage provisions of the Davis-Bacon Act.

The House also adopted 263-158 a housing bill targeted to help cities and rural communities improve, manage and

Continued on Page 2

Reagan Stew

Members of Electronic, Technical & Machine Workers Local 981 and Auto Workers Local 19 on strike against Rowe International in Grand Rapids, Mich., since Apr. 21 have received strong local support for their weekly solidarity events, such as "Reagan Stew" dinners. Other events included a labor rally to "Bust the Union Busters." IUE President William Bywater was the main speaker.

Jobless level belies claims of recovery

By James M. Shevis

The economy absorbed 1.2-million new job seekers in June, enabling the unemployment rate to fall one-tenth of 1 percent to 10 percent, but the improvement still does not justify Reagan Administration claims of true economic recovery, the AFL-CIO declared.

A federation statement said any drop in the unemployment rate is welcome, but it noted:

"The number of unemployed, 11.1 million, remains unchanged; less than half of the unemployed receive jobless benefits of any kind; one-fourth of the unemployed have been out of work for more than half a year; the average duration of unemployment continues to rise, and the black unemployment rate has shown no improvement in the past six months and remains at 20.6 percent.

"We will not forget the plight of these jobless Americans. If jobs are not available, the recession is not over."

Uncounted jobless

If all the "discouraged" workers—those who have given up the search for work because they think there are no jobs to be found—and one-half the number of workers who could find only part-time jobs are added to the official count, the AFL-CIO estimates there were 15.9 million people out of work and a jobless rate of 14 percent last month.

In some states, depression-like joblessness still hangs on. Michigan, hardest hit by the Reagan Recession, had a 15.2-percent jobless rate in June. Next was Ohio, at 12.8 percent; Pennsylvania, 12.6 percent; Illinois, 12.4 percent; California, 10.3 percent, and New York, 9.2 percent.

By another measure, which includes members of the resident armed forces in the labor force base, the June jobless rate stood at 9.8 percent.

The Bureau of Labor Statistics said that the civilian labor force, which typically swells in June as large numbers of youths either find jobs or look for work, increased by 3.1 million. The rise was substantially more than expected, based on patterns which have occurred in recent years and larger than any previous May-June change, BLS said. After adjustment for seasonal fluctuations, the workforce expanded 1.2 million.

"Some of the increase may well have resulted from an unusually late June survey week with a larger proportion of the summertime labor force expansion showing up in the June data," the agency said.

Employment figure

Civilian employment climbed also by 1.2 million, seasonally adjusted, to 100.8 million. Adult men accounted for half the increase, women and teenagers the balance. The difference between the size of the labor force, 111,932,000, and the number of employed left official unemployment at 11.1 million.

The number of discouraged workers—reported by BLS on a quarterly basis—was about unchanged at the end of June, 1,709,000. The figure compared with 1,764,000 at the end of March. Nearly

Continued on Page 6

Court upholds unions on medical data right

By Arlee C. Green

Companies are required to honor a union's request for health and safety information in all areas except "trade secret" data and individual medical information, a federal appeals court ruled.

The U.S. Court of Appeals for the District of Columbia upheld the National Labor Relations Board orders against three companies where local unions in 1977 had requested information about the industrial chemicals used at the work site and about the medical conditions of employees exposed to the substances.

The information requested included morbidity and mortality statistics for past and current employees, generic names of all substances used or produced at the plant, results of clinical and laboratory studies of employees, results of studies of toxic agents to which employees may be exposed, health information derived from insurance and workers' compensation claims, a list of contaminants monitored by the company, a description of the company's hearing conservation program and data on worker exposure to radiation and heat.

The cases concerned a Minnesota Mining & Manufacturing Co. Chemolite plant in Cottage Grove, Minn., and the Oil, Chemical & Atomic Workers Locals 6-75 and 6-418; a Colgate-Palmolive plant in Kansas City and OCAW Local 5-114, and a Borden Chemical Co. plant in Fremont, Calif., and Chemical Workers Local 733.

The companies, for a variety of reasons, refused to release the information, and the unions filed unfair labor practice charges. The NLRB ruled the unions had a right to the information and ordered the companies to comply, except for individual medical records and the so-called

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LEGISLATIVE ALERT!

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Health care advances

Funding bills for health insurance for jobless workers and their families saw action by both houses of Congress, and labor is backing the two-year, $4-billion measure approved by the House Ways & Means Committee.

Key features of the House bill, expected to go to the floor for a vote next week, provide directed block grants to states based on their unemployment rates, the number of workers receiving jobless benefits and the number having exhausted benefits. States would be asked to put up some matching funds.

Under the proposal, employers would have to continue health insurance coverage for 90 days for laid-off workers. Another section provides for grants to hospitals that serve the jobless or uninsured.

The committee voted down an attempt by Republicans to add an "assets test" for eligibility. The Senate Finance Committee, however, approved a bill that not only includes a means test but also calls for offsetting the cost of the program with cuts in Medicare.

A Congressional Budget Office estimate put the number of jobless workers and their dependents who lack any form of health insurance at 10.2 million.

The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

7/16/83

Beef settled

The Food & Commercial Workers lifted an 11-month boycott of products of Iowa Beef Processors, Inc. after negotiating a new contract at the company's Dakota City, Neb., plant.

In a letter to AFL-CIO President Lane Kirkland, UFCW President William H. Wynn said the union had negotiated a new contract with the company, the nation's largest processor of boxed beef after a "prolonged period" of bargaining that included a 16-week strike last year at the Dakota City facility.

The AFL-CIO Executive Council endorsed the UFCW's request for a national boycott of IBP products in August 1982.

Since its first attempt to gain a contract with IBP in 1969, the UFCW has either been locked out or forced to strike to gain a new settlement, and the use of scabs by the company has figured in each dispute.

Teachers adopt national policy to upgrade public school systems

Los Angeles—The Teachers approved a policy statement underlining the need for improved school standards and laying the ground rules for the AFT's participation in the debate on educational reforms.

The policy statement—in large part a response to a number of reports released this spring calling for major, and in some cases controversial, reforms in education—was adopted by the nearly 2,400 delegates at the union's four-day convention.

"Whether we like some of their proposals or not, reports like those of the National Commission on Excellence in Education finally have governors and businessmen saying some of the same things about the need for improving education that we've been saying for years," AFT President Albert Shanker said.

But he warned that there could be a substantial loss of support for public education, if teachers and their unions were perceived as obstacles to improvement. Such perceptions could seriously jeopardize collective bargaining gains made by public employees, he said.

Quality commission

The AFT's agenda would be to upgrade the public education program, including tougher graduation requirements in academic subjects; more homework assignments and stricter discipline standards, recruiting and keeping a quality teaching force; and preventing the enactment of tuition tax credit plans at all levels. These tax credit plans, which would provide tax credits for tuition paid by parents to private schools, would have a devastating effect on this nation's public education system, Shanker declared.

The AFT did not express support for any "merit pay" schemes that are part of several of the reform plans now attracting considerable public attention. But because the public is discussing merit pay and wants a response from teachers, the AFT offered one, he said, adding that discussion of merit pay should not divert attention away from other solutions.

"While merit pay is not AFT policy, under certain circumstances state federations and locals may need to negotiate such plans," a union statement said, laying out a series of guidelines for such discussion.

Upgrading agenda

The policy statement also committed the union to setting up a special AFT Advisory Commission on Educational Quality on the best ways to implement reform and to initiate a series of regional conferences to discuss these issues and to recommend methods for carrying out changes.

The policy statement was the culmination of a week-long discussion of the current difficulties facing education and what AFT members can do to restore public confidence in the nation's schools. Included in the discussion was an address by Gov. Lamar Alexander of Tennessee, who outlined his "master teacher" plan in his state.

Alexander's plan would provide for a 20-percent across-the-board pay hike for all teachers in Tennessee over the next three and a half years, raises that would average $3,400. The career ladder he proposes would give teachers the option of working on 11- or 12-month contracts, and the average pay would range from $15,000 to $27,000 a year while some teachers would earn up to $36,000 a year. Tennessee teachers with 20 years' experience currently earn a top salary of $18,000, he said.

Shanker told reporters that the Tennessee plan differed from previous merit pay plans, but he was concerned that teachers could lose their certification if they did not receive a satisfactory evaluation. Shanker stressed that to attract good teachers, starting salaries would have to be raised substantially.

The AFT will not make a decision about endorsing the Alexander plan or any other plan until this fall, when the union will hold regional conferences on the topic and a national policy is developed, he said.

In an address to delegates, President Reagan praised the union for its "free and open discussion" of problems that face education and the teaching profession.

"By engaging in free and open discussion and by demonstrating a willingness to examine new ideas, even when they may require rethinking long-held views, the AFT is once again providing an example of positive leadership and is winning respect for the teaching community," Reagan said.

Unfunded support

Reagan said he shared certain values with the union, such as upgrading standards, enforcing stricter discipline codes in the schools and supporting bilingual education legislation that allows local autonomy in selecting the teaching methods used. But he said he disagreed with the AFT on other issues such as tuition tax credits and vouchers.

Shanker gave Reagan an "F-plus" for the President's education programs thus far—the "plus" was for putting education reform on the national front burner. He said the President's speech was unique in that it addressed such issues as student discipline and bilingual education.

Part of the reason for inviting the President to address the convention, Shanker said, was to provide an opportunity for dialogue and possible change.

Shanker said that because of strong disagreement on several issues, the union will not endorse a second Reagan presidency unless a "miraculous transformation of policy" takes place, "which I do not expect."

Convention speaker Gov. Mario Cuomo of New York, calling for Reagan's defeat if the President should seek re-election, received a standing ovation as he assailed Administration policies and programs while restating Democratic Party ideals and progressive principles.

Per capita boost

In other business, the delegates approved a 35-cent increase in per capita payments to $5 a month starting Sept. 1. The AFT said the added revenue is needed to permit the union to maintain and expand services and organizing activities.

Delegates also approved a resolution calling for tougher standards on mathematics and science and the need to address the current shortage of qualified mathematics and science teachers; supported the AFL-CIO's position on military aid and land reform in El Salvador and called for financial and technical assistance to struggling black South African trade unions.

Winners of the union's Human Rights Awards this year were movie and television actress Esther Rolle and Max Kampelman, chairman of the U.S. delegation to the Helsinki accords review conference in Madrid.

Teachers President Albert Shanker addresses the AFT convention in Los Angeles. New York Gov. Mario Cuomo is at right.

Job-creating public works, housing bills sent to Senate

Continued from Page 1

build rental housing for low-income, elderly and handicapped people.

Among its key features, the bill would provide funds for constructions of subsidized, multi-family housing.

Another provision reduces the amount of income tenants in subsidized housing projects have to put up toward their rent from the current level of 30 percent to 25 percent. The change is a reversal for the Reagan Administration which had pushed through the 30 percent requirement in 1981.

The bill authorizes $15.6 billion in fiscal year 1984 for these programs, among them reauthorization of the Community Development Block Grants (CDBG) and Urban Development Action Grants (UDAG) that the Reagan Administration has long earmarked for extinction.

As originally written, the housing bill called for about $23.6 billion in total spending, but House Democrats reluctantly agreed to the trimmed version as a way of bringing the measure in line with the budget adopted last month.

The House narrowly rejected an amendment by Rep. Chalmers P. Wylie (R-Ohio) that would have denied construction funds to any community that imposes rent controls.

But an amendment was passed that would remove interest ceilings from Federal Housing Administration and Veterans Administration home mortgages. Currently, these rates are set by the government and are generally lower than market rates, and this action could let rates rise sharply.

Both the public works and housing bills face tough opposition in the Senate. A similar public works bill, passed by a wide margin in the House, died in the Senate in the last session of Congress, and some Senate conservatives have said they will staunchly oppose housing spending.

Even if they clear the Senate, however, the jobs and housing bills, along with a pending measure that would provide health care coverage to the unemployed, are on a "hit list" of bills outlined in a letter to President Reagan signed by 146 House members, two of them Democrats, assuring him of their support if he vetoes them. The number is enough to block a veto override.

Public TV station assailed for chiseling U.S. musicians

The AFL-CIO Dept. for Professional Employees joined with the Musicians in protesting the use of foreign musicians by a New York public television station that receives federal funds from the National Endowment for the Arts.

The two labor organizations labeled WNET-TV's action and the Endowment's participation in it "a misuse of public funds, an abuse of the public's trust," and called on Congress to "question those responsible for this travesty" and insure that such situations do not recur.

The case involves the employment of British musicians for a recorded accompaniment to the San Francisco Ballet in the Public Broadcasting Service's Dance in America series. The British musicians displaced the San Francisco Ballet Orchestra, which normally accompanies the dancers.

Noting that a major purpose of the legislation establishing the Endowment was to aid American artists, DPE Director Jack Golodner and AFM President Victor W. Fuentealba said they questioned the wisdom of using limited Endowment funds to employ foreign musicians at a time when a great many qualified American musicians are unemployed and in need of income.

"There is no question that the concept of Dance in America is to present and promote American dance companies," they said in a joint statement. "The San Francisco Ballet Orchestra is an integral part of the company. By substituting this group of musicians with others, Channel 13 has undermined the premise of the program and subverted its artistic integrity.

"There can be no question that both the Endowment and Channel 13 have misused public funds and abused the public trust."

Fuentealba also pointed out that the union grievance is not with the British Musicians Union or with the British musicians themselves.

"We are concerned with protecting American musicians from any possible misuse of funds appropriated by Congress to provide assistance to American arts and artists," he said.

Golodner earlier had called on Endowment Chairman Frank Hodsoll to intervene in the matter. He said representatives of the Musicians also met with Endowment officials "all to no avail."

The DPE, which comprises 26 AFL-CIO unions including those representing performing artists, fought to establish the nation's system of public broadcasting and the National Endowment for the Arts, Golodner pointed out.

Unions "have supported the growth and development of these programs and still do," he said. "However, this action by the Endowment and Public Broadcasting casts serious doubts on the quality of the administration of these important programs."

Public employees prod government for action on asbestos job hazards

Medical experts, public employee union officials and asbestos victims have demanded that government take whatever actions are necessary to protect the nation's 15 million public workers from asbestos hazards.

They spoke out at a day-long National Conference on Asbestos Exposure in the Federal Government, sponsored by the AFL-CIO Public Employee Dept.

The speakers called for an end to what they described as a half-century of government and industry neglect of the cancer-causing menace of asbestos.

"The worst occupational health failure of our time" was the description of Dr. Irving J. Selikoff of the Mount Sinai School of Medicine in New York, a leading authority on asbestos diseases.

Others who addressed the conference included President Moe Biller of the Postal Workers, Executive Director John F. Leyden of the AFL-CIO Public Employee Dept., James Vermeulen, founder and head of the Asbestos Victims of America, and Rep. Barney Frank (D-Mass.).

Also participating were officials of the Occupational Safety & Health Administration, General Services Administration, U.S. Postal Service and the Navy Dept.

Hazard known for decades

Selikoff said cancer deaths from job-related asbestos exposure were first reported in this country in the early 1930s and were known in Britain at the turn of the century.

By the early 1940s, said Selikoff, a study of insulation workers had linked asbestos exposure to abnormally high cancer-death rates. By then, he said, "the 20-year rule" had been established, meaning that asbestos-related deaths usually occur at least 20 years after initial exposure.

Subsequently, Selikoff said, more "bad news" about asbestos became known. First, it was learned that "you don't need a lot of asbestos to cause cancer," he said, explaining that less than a month of on-the-job exposure will double the risk of cancer.

The other "bad news," he said, was that asbestos's carcinogenic effects aren't limited to workplace exposure. Workers brought it home in their workclothes to their wives who did the washing and to other family members. Also, communities near asbestos-emitting plants were affected, he said.

Selikoff said that "zero is the only safe level" of exposure to free-floating asbestos fibers, visible only under a microscope.

However, since reducing levels to zero is impractical, he said, the level "should be as low as possible."

OSHA's current standard for workplace exposure to asbestos, Selikoff said, is "totally inadequate," as is a level proposed by OSHA chief Thorne Auchter. The current standard is 2 parts per cubic centimeter of air and the proposed standard is .5 part. Selikoff said .1 part is a "feasible" level, and is the same as that previously suggested by NIOSH, the agency which does testing for OSHA.

Killer loose

Leyden called asbestos "a killer loose in federal and postal building and worksites nationwide." He said this is "a public health threat as well as an occupational hazard. The Reagan Administration must develop more stringent asbestos rules, and those rules must be uniformly enforced throughout the federal government."

"The deregulation mania that characterizes this Administration," he continued, "assumes the proportions of criminal neglect when it interferes with rules that could prevent asbestos disease and a host of other occupational illnesses."

Biller said that the labor movement must lead the struggle against asbestos and other worksite hazards. "Employers must be pushed. They won't do it willingly despite all the publicity," he said.

Biller said his union's health and safety committee has been pressing the Postal Service on asbestos since 1979. "I prefer not to say we've come a long way. We have a long way to go," he said.

The General Services Administration, which operates most federal buildings, recently identified 44 buildings in the Washington area alone where flaking asbestos poses a possible hazard.

A survey of postal facilities around the country found loose asbestos present in 650 of them. A Miami area postal annex was closed down after a high level of asbestos exposure was found.

A victim's efforts

James E. Vermeulen, founder of Asbestos Victims of America, titled his talk, "Dying is a Tough Way to Make a Living."

Vermeulen recounted that he worked at the Johns-Manville plant in Stockton, Calif., from 1957 to 1966. "We were constantly exposed to asbestos fibers throughout the plant. Management never told us asbestos dust was harmful," he said.

In 1977, Vermeulen said he was diagnosed as suffering from a terminal asbestos-caused lung disease. In 1980, after "it became obvious to me that my plight as an asbestos victim was totally ignored" and that "there were many other victims out there," he formed the organization to press for action.

The Asbestos Victims group calls for adequate and prompt compensation for victims as well as enforcement of tough standards for asbestos. His former employer, Mansville, declared bankruptcy last year as a maneuver to avoid millions of dollars in lawsuits by injured employees.

Rep. Frank told conference participants that "in 1938, the U.S. Public Health Service announced that asbestos was a very dangerous substance. Not until 1972 did the federal government take action."

Frank said hearings held by his House manpower subcommittee at the Portsmouth, N.H., naval base last April resulted in the Navy's agreeing to an asbestos monitoring program for its civilian employees. Frank said further pressure prompted the Navy to grant employees access to their medical records.

Frank said he plans to hold further hearings which he hopes will lead to "full compliance of all federal agencies with OSHA standards." The OSHA law applies directly only to private employers.

The hearings also will probe OSHA's possible application to state and local employees, perhaps through legislation, he said.

Discussing asbestos hazards at the Public Employee Dept. conference are, from left, PED Executive Director John F. Leyden, Postal Workers President Moe Biller and Dr. Irving J. Selikoff of the Mt. Sinai School of Medicine.

Court upholds UAW refusal to pay striking non-member

A federal appeals court overturned a lower court order requiring a union to pay strike benefits to a non-member agency fee payer who honored a picket line but refused to picket or engage in any other strike activity.

The case involved a suit filed by Raymond Kolinske, who was denied assistance by the Auto Workers during a 1978 strike against the McLaughlin Co., of Petoskey, Mich., a maker of nuts and washers.

Kolinske failed to persuade the general counsel of the National Labor Relations Board to issue an unfair practice complaint against the union.

With the support of the National Right to Work Legal Defense Foundation, he then sued both the union and the NLRB in a federal district court.

He charged both had infringed on the rights of freedom of speech and association, and that the union had further wronged him by breaching its duty of fair representation.

The district court dismissed the action against the NLRB, saying that the general counsel's refusal to issue a complaint was not subject to court review. But it allowed the case to proceed against the union, holding that the union's use of agency fees constituted state action subject to constitutional scrutiny and that its denial of strike benefits was a breach of the duty of fair representation.

The court awarded Kolinske damages of $130, the amount of strike benefits he would have received had he participated in the strike activities.

On appeal, the U.S. Court of Appeals for the District of Columbia rejected the lower court's finding and its reasoning. Judge Edward A. Tamm explained that "without state action the UAW's rules are only private conduct beyond the pale of constitutional protection."

The court said it found lacking any direct involvement of the federal government in the agency shop clause and "without the requisite state action, (Kolinske's) First Amendment claim must fall."

Internal matter

The court also rejected the lower court's conclusion that the union breached its duty of fair representation. Eligibility for strike benefits is essentially an internal union matter, the appeals court said.

"The duty of fair representation extends only to matters involving an employee's dealings with his employer and ordinarily does not affect an employee's relationship with the union structure," Judge Tamm wrote.

Under the UAW constitution, 30 percent of membership and agency fees are allocated to the UAW strike insurance fund. Internal union guidelines provide that agency fee payers may receive such benefits if they meet the general conditions for eligibility.

Health cost cuts called off target

Further cuts in essential social programs such as Medicare, Medicaid, Supplementary Security Income, Aid to Families with Dependent Children, and child care programs will only prolong the suffering that is going on throughout the nation and hinder any hope of economic recovery, the AFL-CIO warned Congress.

In a statement submitted to the Senate Finance Committee considering reductions proposed by the Administration, the federation urged the panel to take a "long and hard" look at the effect which recent budget cuts have had on the ability of these programs to cushion the blow of economic devastation resulting from the Reagan Recession and find other ways of raising federal revenue.

The federation suggested that the committee consider the following.

- Freeze physician fees and mandate assignment.
- Take steps to reduce the annual rate of increase in physician fees by eliminating the current method of reimbursing doctors on the basis of "reasonable and customary charges" and setting prospective rates which are negotiated in advance for physician fees.
- Repeal the bonus to for-profit hospitals for participating in Medicare—called the return on equity allowance.
- Impose a temporary freeze on new hospital construction until Congress decides how capital expenditures should be incorporated under hospital cost containment.

"Taken together, these suggestions could save the Medicare program billions of dollars annually, far more than the $400 million spending reduction target for the 1984 fiscal year and avoid any need to cut benefits or impose higher beneficiary costs sharing," the AFL-CIO said.

The Reagan proposals for health cuts are "unfair, ill advised and should not be enacted," the AFL-CIO said.

Double trouble

Since the Reagan Administration took office, the country has experienced the highest rates of unemployment since the 1930s depression, the federation pointed out. At the same time, drastic cuts in social programs have made it harder for jobless workers, the elderly, and the poor to cope with the ravages of the recession.

Among the budget cuts sought by the Administration is $400 million in Medicare expenditures for fiscal year 1984, without any increases in beneficiary cost sharing.

"In the opinion of organized labor, the savings are totally out-weighed by its long-run negative impact on Medicare and its beneficiaries," the AFL-CIO pointed out.

"If enacted, this proposal would significantly alter the fundamental premise of the Medicare program that access to medical care is totally independent of one's ability to pay and, depending upon where income levels are set, could be a significant barrier to care now or in the future for many senior citizens."

Another proposal to reduce Medicare expenditures is to give Medicare beneficiaries a voucher equivalent to the cash value of Medicare and encourage them to shop around for an insurance policy which meets their needs.

"We believe vouchers would lead to the dismantling of the Medicare program, reduced access to health care, and higher program costs," the AFL-CIO said. "Vouchers will not work because the medical care system does not respond to the traditional laws of supply and demand.

"As a result, financial incentives could be used to influence the healthiest beneficiaries to abandon Medicare for less health insurance coverage."

The federation statement expressed equally strong opposition to any further cutbacks in services under Medicaid, the federal-state program for the poor, or in the Aid to Families with Dependent Children program.

William C. Marshall, outgoing president of the Michigan AFL-CIO, left, swears in the new president, Sam Fishman, center, and Walter Oliver, who was re-elected as secretary-treasurer.

Fishman succeeds Marshall as Michigan AFL-CIO head

Detroit — Delegates to the Michigan AFL-CIO convention unanimously elected Sam Fishman president to succeed William C. Marshall, who stepped down after 12 years as head of the state labor federation.

The 1,200 delegates also elected Sec.-Treas. Walter Oliver to a new four-year term.

Fishman, a member of the Auto Workers since 1944, had been director of the union's Community Action Program in Michigan for 12 years. When the UAW reaffiliated with the state AFL-CIO last year, Fishman was elected executive vice president.

Efforts commended

He praised Marshall as "a very special friend" of Michigan workers and commended his efforts on behalf of labor unity, particularly the recent reaffiliation of the UAW with the state AFL-CIO.

In his farewell keynote address, Marshall urged union members to use their unity and strength to defeat Ronald Reagan, "the most dangerous politician to ever occupy the White House."

And Fishman branded the Reagan Administration as "indifferent and insensitive to the pain and suffering of working men and women" and called for a major Solidarity Day III rally in Detroit on Labor Day to protest the policies of the Reagan Administration.

In addition to the selection of officers, delegates voted to revise the organizational structure of the state federation, creating a 51-member executive council, a much larger general board and to streamline the size and selection process of the federation's governing boards.

A wide variety of resolutions dealing with state and national issues were also approved.

Economic plan

On "Jobs and the Michigan Economy" delegates proposed several major sources of action for the state to shake itself from the depths of its worst economic slump since the depression years of the 1930s.

A resolution on national economic policy declared the "bankruptcy" of Reaganomics and called for a national jobs program, reform of federal tax laws, lower interest rates and domestic auto content legislation.

Several exiled members of Solidarnosc, the free Polish trade union movement, were honored at the convention and were presented copies of a resolution supporting efforts of Polish workers.

Other resolutions dealt with "right-to-know" safety and health legislation, fair trade, education, community services, taxation, retiree programs and public employee collective bargaining.

Three international union presidents addressed the convention: Owen Bieber of the Auto Workers, Gerald McEntee of the State, County & Municipal Employees and Patrick Campbell of the Carpenters.

Bieber outlined the UAW's "Blueprint for a Working America" and McEntee proposed a five-point national industrial policy as alternatives to the current, disorganized state of the economy.

Campbell called for long needed repairs to deteriorating roads, bridges and other elements of the nation's infrastructure. This program would help fight unemployment in the building trades where joblessness runs an average of 33 percent, he said.

Kenneth Young, executive assistant to AFL-CIO President Lane Kirkland, told the delegates that despite assurances from President Reagan that the economy is getting better, it is still plagued with the twin cancers of high unemployment and rising interest rates. He said union leaders have an even larger job to do now and "if we do our job, if we provide the leadership, the millions we speak for—combined with all the allies we can recruit—will turn this country around in 1984."

Other speakers at the convention included Gov. James Blanchard, Michigan's Senators Carl Levin (D) and Donald Riegle (D), Hooks, National COPE Director John from a major study of VDTs' effects on Perkins and Chrysler Corp. Board Chairman Lee Iacocca.

Unions cite hazards

VDT users dismiss study as misleading

Key conclusions in a new report by the National Research Council on links between video display terminals and vision problems were branded as simplistic, contradictory and unfortunate by representatives of unions with large numbers of members who work on the TV-like devices.

At the same time, they agreed with the report's opinion that many problems VDT workers experience could be alleviated by full application of existing knowledge and technology in the manufacture and design of the machines and in the design both of VDT workplaces and of many VDT jobs themselves.

The central conclusion of the report said that the panel could find "no scientifically valid evidence" that VDTs themselves damage workers' vision.

The report said that it is "highly improbable" that VDTs cause or contribute to the development of cataracts.

The report recommended against any large-scale study of cataracts among VDT workers because of the "extraordinary size, complexity and cost of the definitive study needed to disprove the possibility of such an association."

Radiation emissions

The 12-member panel also concluded that radiation from VDTs, even when they are malfunctioning, is "highly unlikely to be hazardous" to the machines' operators and suggested there is no need for testing VDTs for emissions once they are put into use.

The report recommended against adoption of standards on the design and maintenance of the machines, work environments and working conditions for operators on grounds they could impede the continuing rapid evolution of VDT technology.

The 274-page report was the product of a two-year examination by the panel of several studies of VDT work and related scientific literature.

It was done at the request of the National Institute for Occupational Safety & Health (NIOSH), but involved no original research.

The National Research Council is an arm of the National Academy of Sciences and the National Academy of Engineering.

Charles A. Perlik, Jr., president of the Newspaper Guild, said the union sees nothing new in the study but fears that it will be interpreted by employers as saying that VDTs pose no health hazards, "and that's not true at all." He called it "unfortunate" that the council did not wait to examine the initial report, due this fall from a major study of VDTs' effects an operators' health being done by the Mount Sinai School of Medicine.

Critical of report

Both Perlik and David LeGrande, occupational safety and health representative for the Communications Workers, criticized the report's recommendation against any mandatory standards for VDT workplaces.

Perlik said workplace and machine design standards are becoming more necessary because "employers are proving they have to be pushed kicking and screaming" to replace inferior machines and remodel workplaces to accommodate operators.

LeGrande called the finding "a real cop-out" since the report itself says the causes of operators' musculoskeletal problems and steps that can alleviate them, are well defined.

He called the panel's recommendation against cataract research "really irresponsible" since its report also points out that "no scientific medical study of the issue is yet completed."

The report's opinion that there could be no radiation hazard from VDTs because "background emissions" from other objects like fluorescent lighting are greater than those from the machines "is an oversimplification of a very difficult concept," LeGrande added.

A membership concern

Perlik pointed out that while studies to date do not show radiation as a serious hazard from the machines, "numbers of our members still have an uneasiness and concern" about the issue and will have "until it is irrefutable that there is no hazard."

One reason for the concern, he said, is recognition that "so little really is known about the effects of radiation at the levels emitted by VDTs."

Both Perlik and LeGrande agreed with the report's criticism of employers' frequent practice of installing VDTs on desks designed for typewriters and in offices with lighting also designed for working with "hard copy" and typewriters.

One panel member, Laurence W. Stark, a neurologist at the University of California, dissented in part from the report because it "does not condemn the poor quality and legibility of current VDTs."

Federal training role termed vital

The AFL-CIO called on Congress to push the federal government to assume a greater role in making the recently enacted Job Training Partnership Act work.

At oversight hearings by a subcommittee of the House Government Operations Committee, Federation Economist Markley Roberts charged that the Reagan Administration "has abdicated responsibility" in the area of employment and training needs of the nation's 11-million officially jobless workers.

There must be close monitoring and enforcement of performance standards and a uniform national system of reporting, Roberts said.

"A uniform national system of performance measures is clearly needed if we are to measure the return on our training investment," he told the panel. "Without a national system of reporting and performance standards, we will not be able to determine which training approaches work best and which fail to justify continued funding."

Policy directions

Nor will it be possible to use the JTPA experience to assess the broader policy implications of employment and training programs so judgments can be made on future policy directions, he added.

"For JTPA programs to be accountable to Congress and the people of this nation, we must have the informational tools to measure what they accomplish."

JTPA calls for cooperation among labor, employers, and government at the federal, state, and local levels in planning and operation of training programs. The AFL-CIO, through its Human Resources Development Institute, supports its implementation and is working vigorously to make sure the act succeeds, Roberts said.

Effective Oct. 1

The Labor Dept., which will administer JTPA when it goes into effect on Oct. 1, published proposed regulations for a national reporting system in the Apr. 26 Federal Register. But the Office of Management & Budget has not given clearance to the rules. The national standardized reporting requirements would include about 76 items, slightly fewer than have been required under the Comprehensive Employment & Training Act.

The only indication to date from OMB is that the proposed paperwork requirement seems burdensome, and not in accord with the Administration's philosophy to cut paperwork to a minimum.

The federation's concerns were spelled out in a letter from AFL-CIO President Lane Kirkland to OMB Director David Stockman: "To assure that the Job Training Partnership Act meets national goals, the federal government must develop procedures to monitor and oversee the programs in the 50 states. Uniform performance measures are vital in assuring the program's accountability to Congress. . . .

"No actions should be taken that would further undermine the federal government's role in employment and training policy," Kirkland wrote.

Roberts, expressing the federation's distress over OMB's disagreement with the Labor Dept.'s need for national reporting requirements, said, "The vast size of the JTPA system adds to the urgency of a nationally uniform information system.

More sponsors

"There were 400 prime sponsors under CETA, and now it appears that under JTPA the number of service delivery areas may approach 600." He also expressed concern over the JTPA implementation timetable.

Roberts said that money appropriated last winter to get people back to work "is sitting around unspent because so many states have been slow to obligate their JTPA Title III funds. This situation is truly shocking."

Faulty data conceal trade impact on U.S. jobs

The impact of imports and exports on employment in the United States is "significantly understated" and difficult to learn because of the inadequate measurement of these effects, the AFL-CIO declared.

Research Director Rudy Oswald told the International Trade Commission that policymakers have failed to attach enough importance to the employment effects of foreign trade because current data do not provide the information needed for reliable estimates.

"Sound estimates of the relationship between U.S. trade and employment are simply not available. This information gap and the use of the currently inadequate trade data to derive estimates of the relationship between trade and employment have created, in our view, a tendency to give insufficient weight to the negative implications for the U.S. economy of the massive inflow of foreign products," Oswald said.

The basic problem with the published trade data is that they are expressed in dollars rather than physical quantities, he said.

"This invariably understates the job losses caused by imports," he added. "Because of low labor costs in many of the countries where U.S. imports originate, a dollar of imports displaces more than a dollar of U.S. production of the same item.

"Accordingly, the use of unadjusted dollar values to measure the employment effects of imports significantly understates the job losses in the United States."

Trade secrets

An appropriate measure of import penetration should relate the physical volume of imported goods, adjusted for quality differences, to the physical volume of domestic production, he said. The impact on employment should be the domestic employment necessary to produce that physical volume of imports, he said, adding that the use of dollar measures of imports currently available severely understates the physical volume of import penetration.

A factor which has made dollar-expressed measures of trade flows even less reliable is the sharp rise in the foreign exchange value of the dollar, he said. A strong dollar makes imports a bargain in U.S. stores and American goods more expensive abroad. Thus, an appreciating dollar increases the employment requirements per billion dollars of U.S. imports, he said.

Oswald cited a method used to calculate import penetration used by the Ladies' Garment Workers, whose president, Sol C. Chaikin, also testified before the commission. The ILGWU method puts imports on an equivalent U.S. retail price basis in a benchmark year, and calculates annual domestic market penetration by making adjustments for the composition of apparel imports.

The ILGWU measure shows an apparel import penetration ratio of 42 percent for 1982 relative to consumption. Using the purchase price valuation of imports used by the Commerce Dept., however, the ratio would have been only 20 percent. The ILGWU estimates that the U.S. equivalent price for apparel imports is roughly three times the import purchase price.

Oswald said that this measure, or a similar approach, should be extended to other imported merchandise goods. The logical next step following valuation on a U.S. equivalent price basis is to estimate the domestic employment effect, he said. Measures of the employment effect of trade should be an essential ingredient in many areas of national policymaking, especially trade, employment, training, and industrial policies.

Chaikin told the commission that ever since the early 1960s apparel imports from low-wage countries have been rising significantly, bringing in their wake a severe erosion of job opportunities in the apparel industry. Like Oswald, he drew the commission's attention to the current faulty methodology in measuring the trade impact on U.S. jobs.

Another import factor

For instance, data for the U.S. apparel industry published by the Census Bureau include work assembled abroad and returned to the United States, he said.

"If these data were excluded from the volume of garments completed in the United States, a different picture would emerge," he said.

"Furthermore, apparel imports increasingly originate in lower wage countries. This in turn tends to understate to an ever greater degree the physical impact of imports on the U.S. domestic market because the difference between the corresponding values of domestic and imported goods have been steadily increased."

Access to medical records affirmed by appeals court

Continued from Page 1

trade secret data. On the latter, the companies were ordered to bargain with the unions on how best to supply the information.

Circuit Judge Harry T. Edwards, in writing the court's opinion, rejected the companies' contention that they did not have to provide the information because the unions' requests were overly broad. Edwards held that the fact that the unions' requests encompassed information employers were not legally required to provide did not excuse the firms supplying information that they were obligated to provide.

Rejected arguments

The appeals court also rejected employer arguments that the union requests were not motivated by specific problems in the plants, that the disclosure of a list of hazardous substances or conditions would not aid the unions in performing their bargaining obligations, and that the mere presence of hazardous substances or conditions within the workplace does not demonstrate the relevance of the requested information and that the companies' extensive safety programs ensure the employees a safe and healthy environment.

Edwards held "it is clear that a labor organization's right to relevant information is not dependent upon the existence of some particular controversy or the need to dispose of some recognized problem. And the proposition that a union must rely on an employer's good intention concerning the vital questions of health and safety of represented employees seems patently fallacious."

He added, that "where the employees admittedly are exposed to a variety of potential hazards and have expressed growing and legitimate concerns over their health and safety, where the unions explained the rationales underlying their requests in considerable detail, and where the pertinent collective bargaining agreements obligate both management and the unions to take specified actions to safeguard employees' health and safety, the relevance of a wide range of information concerning the various elements of the working environment and employees' health experiences cannot be gainsaid."

Likewise, the companies' claims that the "excessive breadth" of the union's request may relieve the employer from the obligation to provide some or all of the information to which the union would be entitled on proper demand, "the cost and burden of compliance ordinarily will not justify an initial, categorical refusal to supply relevant data."

The unions, joined by the AFL-CIO, argued before the court that the NLRB had ignored its statutory obligation to resolve the unfair labor practice charges by failing to decide whether the companies' refusal to supply relevant information containing trade secrets and violated federal labor law. The court, however, held the board was correct in only determining the employers had failed "to satisfy their bargaining obligations" and in ordering the companies to "bargain in good faith with the unions over the conditions under which trade secret information might appropriately be disclosed."

Better measuring stick

The NLRB found the companies' trade secret defense applied to only a small portion of the requested information, and the court concurred with this. The board did not express a view on whether trade secret data ultimately should be disclosed. The court opinion noted that if an accommodation can be reached between the employer's confidentiality interests and the union's interests in obtaining relevant information, then a company's refusal to disclose information under those conditions would likely be a violation of the law. However, if no accommodation can be reached, the NLRB "might be forced to sanction the company's refusal to disclose trade secret information."

The court rejected the "medical confidentiality" defense asserted by the companies, noting the board's orders permit the deletion of "any" information that could reasonably be used to identify specific employees.

Studies Center offers workshop for editors

Enrollment is still open for the summer Newswriting & Editing Workshop, Aug. 7-12, at the George Meany Center for Labor Studies, Silver Spring, Md.

Co-sponsored by the International Labor Press Association, the workshop will give union editors a week to sharpen their news and feature-writing skills and learn what other editors are doing to make their publications more readable. There is no tuition charge for editors of publications for AFL-CIO affiliates.

Instructors include Nancy Brigham, UAW publications specialist and author of the book "How to do Leaflets, Newsletters & Newspapers," Donald T. Moore, associate professor of photo-journalism at American University, and Gordon Cole, former editor of The Machinist, now an adjunct senior staff associate at the Meany Center.

Those interested should write or phone the registrar, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903 (Phone 301/431-6400).

Completing a merger

Officers of the newly merged Graphic Communications International Union are sworn in by AFL-CIO President Lane Kirkland at the GCIU's first board meeting. From left are James J. Norton, recording and financial secretary; Michael P. McNally, secretary-treasurer; Sol Fishko, president emeritus, and Kenneth J. Brown, president. Kirkland noted that the merger reduces the number of AFL-CIO affiliates to 96 and added, "Every merger, by making our institutions bigger, stronger, more flexible and more diversified, strengthens the entire labor movement." The GCIU was formed by the merger of the Graphic Arts International Union and the Printing & Graphic Communications Union.

Screen, TV performers gain 21-percent boost in accord

Los Angeles—The Screen Actors and the Radio & Television Artists have reached a tentative agreement with motion picture and television producers that provides wage and pension improvements to performers in prime time television programs and feature films.

The three-year accord with the Alliance of Motion Picture & Television Producers calls for a 21-percent increase in minimum compensation over the life of the agreement, and performers will also get paid more for reruns.

The performers' share of revenues from pay TV programs will increase from 4.5 percent to 6 percent of the distributor's gross.

The agreement also would improve safety provisions on the job, including increased protections for stunt performers. Affirmative action programs will also be strengthened.

Improvements were also made in the Screen Actors pension and welfare plan, including increased employer contributions. AFTRA's pension and welfare plan had been improved in 1982 during negotiations with the networks.

The settlement has been approved by the joint SAG/AFTRA boards in Los Angeles, New York and Chicago and will now go to the union's members for a mail vote.

If accepted, the contract will run to June 30, 1986. As many as 40,000 SAG and AFTRA members could benefit from the terms when working in movies and TV.

In a separate contract development, AFTRA and SAG members ratified a new three-year contract with producers of films not broadcast over TV or shown to the general public, such as slide shows, educational and industrial films.

Retroactive increase

The settlement, approved by a 98-percent margin, includes a 5-percent increase in wage scales retroactive to Feb. 1 and another raise of about 22 percent on Aug. 1.

The contract with the Producers Group also provides for a significant increase in the on-camera narration rate, and rates and conditions for slide film narrators and voice-over players employed in the production of industrial tape are equalized.

The rate for a 10-minute on-camera narration, for example, which was $225, rises to $441 immediately and to $500 on Aug. 1.

Ohio's first public employee bargaining law is signed by Gov. Richard Celeste with approval of State AFL-CIO President Milan Marsh.

Public sector bargaining law victory for union cooperation

Columbus — Close cooperation among AFL-CIO affiliated unions was credited with the successful efforts to gain a public employees collective bargaining law in the state.

Ohio AFL-CIO President Milan Marsh noted that previous attempts to gain passage of such legislation lacked coordination.

Spearheading the coalition were Marsh; Robert Brindza, president of State, County & Municipal Employees Ohio Council 8; Martin Hughes, vice president of the Communications Workers; Ohio Fire Fighters President Jerry Holland and Ohio Teachers President Ron Marec.

Marsh also credited Ohio union members who worked last fall to give the Democrats a majority in the state Senate, help them maintain control of the House and elect Richard F. Celeste as governor, based in part on the campaign promise to sign the public employee collective bargaining bill.

Party line vote

Voting along party lines, the legislation was approved 59-38 in the House and 17-15 in the Senate. Gov. Celeste signed it July 6.

The new law repeals Ohio's 1947 Furguson Act which made all public employee work stoppages illegal and subjected striking workers to jail terms, fines and mass firings.

"This is a landmark piece of legislation for Ohio," Marsh said. "For the first time in 50 years, this state's public employees hold equal status with workers in the private sector. They now have the right to organize and negotiate without fear of punitive action and to strike without fear of incarceration."

Key breakthrough

He added, "For the first time, employers are required to recognize public employee representatives and engage in good faith negotiations, and there is mandated finality to the resolution of contract disputes."

The new law covers more than 500,000 public employees in the state and goes into effect Apr. 1, 1984. It mandates binding arbitration in contract disputes of police and fire departments services and gives most other public workers the right to strike, Marsh noted. It also permits agency shops and requires contracts to contain a grievance procedure.

A three-member State Employment Relations Board will be set up to certify worker representatives, conduct unfair labor practice hearings and oversee contract negotiations.

Under the law, if the parties cannot reach agreement by 45 days before the expiration date of an existing contract, or 45 days after beginning negotiations for an initial contract, the board would appoint a mediator. If an impasse still exists 15 days later, a fact-finding panel would resolve the issues based on the negotiators' written positions on each item.

The panel's solutions are binding unless rejected by a three-fifths vote of bargaining unit. If rejection occurs, the workers can strike or take unresolved issues to arbitration.

Retired unionist heads Chicago school board

Chicago—Sol Brandzel, who retired in 1978 as a Clothing & Textile Workers vice president, has been elected president of the Chicago board of education by an 8-1 vote of its members.

Brandzel also had been a member of the Chicago AFL-CIO executive board. He has served on the Chicago City Colleges board of trustees and as chairman of the Illinois Committee on Health Security.

Helen Witt named to mediation post

Helen M. Witt, a Pittsburgh private arbitrator, was nominated a member of the National Mediation Board by President Reagan. The board handles disputes in the railroad and airline industries.

Her confirmation by the Senate would bring the panel to its full three-member complement for the first time since Sept. 1, 1981, when George S. Ives resigned.

The other members of the board are Walter C. Wallace, who replaced Ives as chairman, and Robert O. Harris. Witt would take over the post of former member Robert J. Brown, who resigned June 1, 1982. The term runs through July 1, 1985.

Witt, 49, has had wide experience as an arbitrator in both the public and private sectors.

She has handled more than 1,500 cases in the past 12 years. Witt has mediated cases involving the Machinists, the Teamsters, United Airlines, the communications and trucking industries.

In 1972, she was appointed to the first expedited arbitration panel set up by the steel industry and the Steelworkers under their 1971 collective bargaining agreement. She later served as a special arbitrator for U.S. Steel Corp., and the USWA, and from 1975-82 was assistant to the chairman of the parties' arbitration board.

Remainder of 1983

Convention schedule of AFL-CIO affiliates

Below is a list of conventions scheduled for the remainder of 1983 by AFL-CIO national affiliates and state central bodies. Changes and additions will be reported.

DATE	ORGANIZATION	PLACE
July 18	Longshoremen	Hollywood, Fla.
July 19-22	Stove, Furnace & Appliance Workers	Colorado Springs, Colo.
July 25-27	Police Associations	St. Thomas, V.I.
July 25-30	Railway & Airline Clerks	Hollywood, Fla.
July 27-30	Texas	Austin
July 31-Aug. 6	Food & Commercial Workers	Montreal
Aug. 1-5	Aluminum, Brick & Glass Workers	Las Vegas, Nev.
Aug. 1-5	Oil, Chemical & Atomic Workers	San Francisco
Aug. 6-12	Typographical Union	San Francisco
Aug. 15	United Transportation Union	Miami
Aug. 15-26	Railway Carmen	Kansas City
Aug. 17-19	Utah	Salt Lake City
Aug. 18-20	Montana	Butte
Aug. 22-24	Tennessee	Nashville
Aug. 25-26	Public Employee Dept.	Washington, D.C.
Aug. 31-Sept. 1	Building & Construction Trades Dept.	Orlando, Fla.
Sept. 3-5	Farm Workers	Fresno, Calif.
Sept. 3	Sideographers	Washington, D.C.
Sept. 5-9	British Trades Union Congress	Blackpool, England
Sept. 11	Allied Industrial Workers	Chicago
Sept. 14-16	North Carolina	Asheville
Sept. 15-17	North Dakota	Fargo
Sept. 18-21	Minnesota	Minneapolis
Sept. 19-22	Oregon	North Bend-Coos Bay
Sept. 21-23	Connecticut	New Haven
Sept. 23-24	Delaware	Rehoboth Beach
Sept. 23-25	Vermont	White River Junction
Sept. 25-29	Florida	Jacksonville
Sept. 25-Oct. 1	Amalgamated Transit Union	Las Vegas, Nev.
Sept. 26-28	Nebraska	North Platte
Sept. 26-27	Food & Beverage Trades Dept.	Hollywood, Fla.
Sept. 26-27	Metal Trades Dept.	Hollywood, Fla.
Sept. 29	Professional Employees Dept.	Hollywood, Fla.
Sept. 29-30	Maritime Trades Dept.	Hollywood, Fla.
Sept. 29-Oct. 1	Labor Press Association	Hollywood, Fla.
Sept. 29-30	Union Label & Service Trades Dept.	Hollywood, Fla.
Oct. 3	Telegraph Workers	San Diego
Oct. 3-7	Woodworkers	Portland, Ore.
Oct. 4-7	Massachusetts	Boston
Oct. 5-7	Kansas	Topeka
Oct. 9-12	Train Dispatchers	Chicago
Oct. 14-15	Rhode Island	Providence
Oct. 16	Roofers	Phoenix
Oct. 19	Georgia	Atlanta
Oct. 19-21	West Virginia	Charleston
Nov. 2-4	Maine	Rockport
Nov. 4-6	New Mexico	Albuquerque
Nov. 7-9	Flight Engineers	Madrid, Spain
Nov. 10-12	South Carolina	Myrtle Beach
Nov. 15-17	Flight Attendants	Denver
Nov. 16-18	Oklahoma	Tulsa
Dec. (no date)	Horseshoers	Lexington, Ky.
	AFL-CIO MEETINGS	
Aug. 8-10	Executive Council	Boston
Oct. 1	Executive Council	Hollywood, Fla.
Oct. 3-7	Biennial Convention	Hollywood, Fla.
Dec. 13	Executive Council	Washington, D.C.
Dec. 14	General Board	Washington, D.C.

Long-term jobless left behind by gains in economic activity

Continued from Page 1

all of the decline was among blacks. Three out of four discouraged workers reported job market factors as their reason for not looking for jobs in the second quarter, BLS said.

Meanwhile, there were 5,729,000 Americans working half-time last month, compared with 5,928,000 in May.

BLS found the jobless situation of black workers particularly grave. The rate for blacks in June was 20.6 percent, more than twice that of whites. The rate for blacks has declined only two-tenths of a percentage point since December, when total unemployment reached a post-depression high of 10.8 percent, and the rate for whites dropped a full percentage point.

The unemployment rate among black teenagers rose to 50.6 percent last month from 48.2 percent in May. A year earlier, the rate was 51.2 percent.

Among other labor force groups, there was a substantial over-the-month decline in the jobless rate for adult men. Their rate fell six-tenths of a percent to 9 percent, its lowest level since August 1982. The rate for adult women rose a tenth of a percentage point to 8.6 percent while that for teenagers increased six-tenths of a percentage point to 23.6 percent.

The June data showed strong growth in both the goods-producing and service-producing sectors of the economy. Total nonfarm payroll employment rose by 345,000 over the month to 89.8 million, seasonally adjusted. Goods-producing industries that have been hard hit by recession accounted for nearly half the gain.

Service jobs rose 145,000 in June, and jobs in retail trade rose 95,000. Employment in state and local government declined 95,000, entirely in education. Construction jobs rose 85,000 over the month, following a similar increase in May.

EDITORIALS

Road to Inequality

WHEN HE WAS ASKED recently to defend the Administration plan to further cut federal spending for schools, Education Sec. Terrel Bell was defensive.

"No President has done more than President Reagan to focus attention" on the nation's needs to improve education, the secretary responded. And that nearly says it all.

Yes, the President has raised the issue of public education all across the country, in speech after speech. But giving speeches to describe the issue without proposing a solution is playing the cheapest kind of political game.

At this point in American history, when the economy is going through dramatic changes and the need for better educated citizens is greater than ever, the Administration is still playing its budgetary shell game.

The President says "local" control is essential for schools at the same time he is reducing the federal commitment to education.

Local control has been the traditional principle. But the federal government has an important role in setting national standards and priorities and in financing programs so that every child in the country has a fair chance to get a good education.

The U.S. Commission on Civil Rights pointed out this week that the Administration's proposed further cuts in federal spending would seriously harm educational programs for minority groups and the handicapped.

THE NEWLY PROPOSED cuts follow earlier Administration slices in government-backed student loans and other educational programs. The new plans accompany the Administration's campaign to further erode support for the public education system by granting tax credits for those who send their youngsters to private schools.

All together, the Reagan Administration is seeking to remake American education into a class system with public subsidies for the rich to send their kids to private schools and jelly beans for those who depend on the public schools.

If the Administration has its way, the nation would return to all of the regional disparities in quality of education which had narrowed after Lyndon Johnson was able to bring the federal government into public education.

Untimely Hoopla

ONE TELEVISION reporter was almost gleeful the other day when he announced that the national rate of unemployment had fallen to 10 percent. Pretty soon, he intoned, the figure would be in "single digits."

Over at the U.S. Chamber of Commerce, where the chief cheerleaders for Reaganomics hang out, an economist suggested this economic recovery was so "vigorous" that there was no need for jobs legislation. The President, according to the Chamber of Commerce, should lock up the money already voted by Congress for jobs bills.

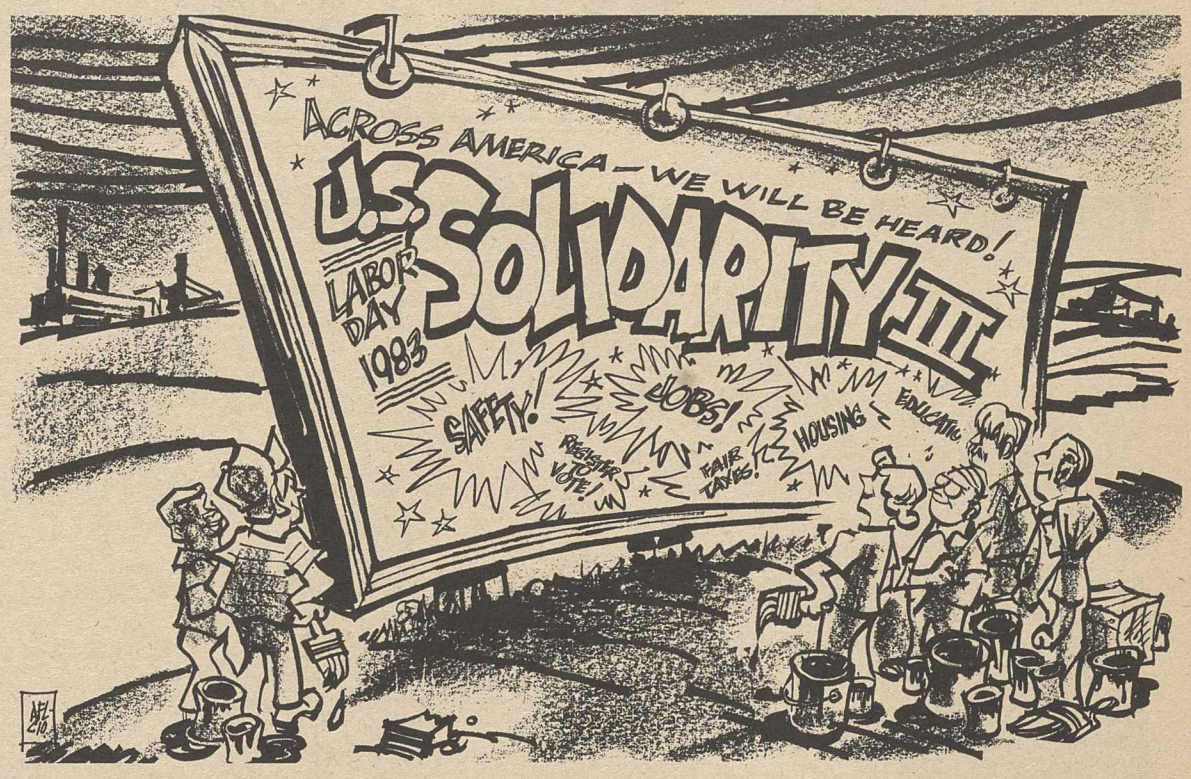
In all this hoopla about recovery, it is necessary to point out some cold facts. Unemployment now and as far into the future as next Election Day is going to remain at the highest levels in the entire post-war period.

The difference in unemployment rates between 10.1, 10 and 9.9 percent is virtually meaningless. In June, when the statistic fell to 10 percent, the number of persons out of work remained at 11.1 million, the same as for the previous several months.

From these facts there are important lessons to remember. The Congress must still pass jobs legislation which will add momentum to the modest recovery and meet essential public needs while providing work for the millions of unemployed. There is no recovery worth talking about until the unemployment toll is reduced faster and deeper than anything in sight at this time.

As Auto Workers President Owen Bieber warned recently: "We are being set up to think of 8, 9, even 10 percent unemployment as normal. I have even seen newspaper articles talking about a 'workerless' recovery. In our view, there can be no such thing as a 'workerless' recovery. It is a contradiction in terms."

'We Know Where We'll Be!'



Washington Window

Asbestos—a time bomb still ticking for workers

By Press Associates, Inc.

James Vermeulen, a worker in an asbestos products plant for nine years, never imagined back then that he would be heading an organization called Asbestos Victims of America.

But then, Vermeulen never knew that the loose asbestos dust at Johns-Manville in Stockton, Calif., was harmful, let alone potentially deadly.

"Management never told us it was harmful . . . the industries knew asbestos was a killer before I was born and they didn't warn me," Vermeulen recounted at a conference on asbestos sponsored by the AFL-CIO Public Employee Dept.

In 1977, 11 years after he had left the Manville plant for other work, "the time bomb of asbestos exploded within my chest," said Vermeulen. The diagnosis was asbestosis, a progressive, irreversible scarring of the lungs that gradually makes it harder and harder to breathe.

Vermeulen, who worked his way up to become a line supervisor at the Manville plant, always "felt that if I worked hard and applied myself, I would be rewarded and protected."

Carrying death home

So he never worried about the dust. "When we left the plant, we had asbestos dust in our hair and on our clothing. We carried it into our automobiles. We went home and hugged our wives and kids. Our wives would shake out our clothing before washing. We walked out of the plant carrying death home with us along with our empty lunch buckets," Vermeulen said.

"Families of asbestos workers are now coming down with diseases," he pointed out. In addition to asbestosis, exposure to the microscopic, asbestos fibers can eventually cause lung cancer and mesothelioma, a fast-acting, incurable cancer of the lining of the stomach or lung. The "time-bomb" diseases usually hit at least 20 years after initial exposure.

Vermeulen is among more than 27 million workers in the United States exposed to hazardous levels of asbestos since 1940.

A Labor Dept. study predicted some 676,000 of these workers and family members will develop lung cancer by the end of the century.

Despite solid medical evidence on the deadly result of worksite exposure to asbestos, going back to 1930, industry and government mostly ignored the problem until the 1970s.

Inadequate standard

In 1971, the new Occupational Safety & Health Administration set a standard to limit workplace exposure. OSHA later tightened that limit, but experts agree that the current standard is still grossly inadequate to protect workers.

By the late 1970s, the asbestos danger became recognized in schools, homes and office buildings where the material had been widely used for fireproofing and insulation. The nation's public employee and postal unions have been leading the fight to curb the hazard by removing or covering the flaking asbestos and by calling for much tighter OSHA standard than either the existing or proposed limit for airborne asbestos.

Adequate and prompt compensation for asbestos victims was made a top priority. Legislation mandating compensation for asbestos victims is pending in Congress—finally in 1983 through an initiative of Rep. George Miller (D-Calif.).

Vermeulen is among thousands of victims who sought compensation by suing their former employer. Manville's maneuver to shirk its responsibility by filing for bankruptcy is pending in the courts.

Vermeulen dedicated "what is left of the rest of my life to preserving the lives of others." Manville and other companies should be held accountable, he said, adding, "Murder by American industry can no longer be tolerated."

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Vol. 28, No. 28 SATURDAY, JULY 16, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
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LEGISLATIVE ALERT!

Job-Saving Amendments Denied, House Passes CBI Bill

Despite opposition from the Democratic leadership and the Reagan White House, supporters of amendments to modify the job-exporting Caribbean Basin bill came within eight votes of victory.

In a close 212-204 vote, the House approved a modified closed rule for the Reagan Caribbean bill. This vote was critical because the closed rule prevented a House floor vote on an AFL-CIO-backed package of amendments to make the bill acceptable.

If four more members had voted against the rule, it would have been sent back to the Rules Committee where it would have been rewritten to protect U.S. jobs now in peril. The AFL-CIO and its affiliates carried out a national lobbying effort to overturn the rule.

Particularly upsetting was the fact that by refusing to set aside the rule, those who voted wrong refused to allow the proposed changes to come before the House for a vote, thus making the Reagan CBI package a take-it-or-leave-it alternative.

No Human Rights, Weak Labor Standards

After defeating the challenge to the rule, the House voted final passage of the Reagan bill 289-129. As passed, the legislation will speed the loss of U.S. jobs yet provide no guarantees of help to Caribbean workers. The bill provides special trade privileges--zero U.S. tariffs--for products coming through the Caribbean. But because the Caribbean content requirement is weak, the real beneficiaries will be corporations based anywhere in the world, which will be allowed to funnel their products through the Caribbean in order to receive U.S. trade subsidies.

Furthermore, the Reagan bill does not guarantee that any jobs created in the Caribbean will be better than sweatshop jobs, and the bill includes no human rights standards.

The AFL-CIO backed an effort led by Rep. Jim Oberstar (D-MN) to reject the closed rule and allow consideration of an Oberstar package of amendments providing tougher Caribbean content requirements, human rights, workplace safety and collective bargaining rights for Caribbean workers, exemption of import-sensitive U.S. industries including watches, electronics, steel and glass, and focusing of trade benefits on Caribbean nations by phasing out trade privileges for strong competitors such as Taiwan.

Thus the Oberstar amendment would have ensured that the benefits of the bill go to the Caribbean, not to our toughest trading competitors, and it would have prevented the export of U.S. jobs.

VOTE ON RULE WHICH PREVENTED CONSIDERATION OF LABOR-BACKED CBI AMENDMENTS

R = Right
W = Wrong
A = Absent
P = Present

---- ALABAMA
1 EDWARDS, JACK (R-AL) W
2 DICKINSON (R-AL) W
3 NICHOLS (D-AL) W
4 BEVILL (D-AL) R
5 FLIPPO (D-AL) W
6 ERDREICH (D-AL) R
7 SHELBY (D-AL) W

---- ALASKA
1 YOUNG, DON (R-AK) W

---- ARIZONA
1 MCCAIN (R-AZ) W
2 UDALL (D-AZ) R
3 STUMP (R-AZ) W
4 RUDD (R-AZ) W
5 MCNULTY (D-AZ) R

---- ARKANSAS
1 ALEXANDER (D-AR) W
2 BETHUNE (R-AR) R
3 HAMMERSCHMIDT (R-AR) A
4 ANTHONY (D-AR) W

---- CALIFORNIA
1 BOSCO (D-CA) R
2 CHAPPIE (R-CA) W
3 MATSUI (D-CA) R
4 FAZIO (D-CA) R
5 VACANT
6 BOXER (D-CA) R
7 MILLER, GEORGE (D-CA) R
8 DELLUMS (D-CA) R
9 STARK (D-CA) A
10 EDWARDS, DON (D-CA) R
11 LANTOS (D-CA) R
12 ZSCHAU (R-CA) W
13 MINETA (D-CA) R
14 SHUMWAY (R-CA) A
15 COELHO (D-CA) R
16 PANETTA (D-CA) R
17 PASHAYAN (R-CA) W
18 LEHMAN (D-CA) R
19 LAGOMARSINO (R-CA) W
20 THOMAS (R-CA) W
21 FIEDLER (R-CA) W
22 MOORHEAD (R-CA) W
23 BEILENSON (D-CA) W
24 WAXMAN (D-CA) R
25 ROYBAL (D-CA) R
26 BERMAN (D-CA) W
27 LEVINE (D-CA) R
28 DIXON, JULIAN (D-CA) R
29 HAWKINS, AUGUSTUS (D-CA) A
30 MARTINEZ (D-CA) R
31 DYMALLY (D-CA) W
32 ANDERSON (D-CA) R
33 DREIER (R-CA) W
34 TORRES (D-CA) R
35 LEWIS (R-CA) W
36 BROWN, GEORGE (D-CA) R
37 MCCANDLESS (R-CA) W
38 PATTERSON (D-CA) R
39 DANNEMEYER (R-CA) W
40 BADHAM (R-CA) W
41 LOWERY (R-CA) W
42 LUNGREN (R-CA) W
43 PACKARD (R-CA) A
44 BATES (D-CA) R
45 HUNTER (R-CA) W

---- COLORADO
1 SCHROEDER (D-CO) R
2 WIRTH (D-CO) W
3 KOGOVSEK (D-CO) R
4 BROWN, HANK (R-CO) R
5 KRAMER (R-CO) R
6 SCHAEFER (R-CO) W

---- CONNECTICUT
1 KENNELLY (D-CT) W
2 GEJDENSON (D-CT) R
3 MORRISON (D-CT) R
4 MCKINNEY (R-CT) R
5 RATCHFORD (D-CT) R
6 JOHNSON (R-CT) W

---- DELAWARE
1 CARPER (D-DE) R

---- FLORIDA
1 HUTTO (D-FL) W
2 FUQUA (D-FL) W
3 BENNETT (D-FL) W
4 CHAPPELL (D-FL) W
5 MCCOLLUM (R-FL) W
6 MACKAY (D-FL) W
7 GIBBONS (D-FL) W
8 YOUNG, BILL (R-FL) W
9 BILIRAKIS (R-FL) R
10 IRELAND (D-FL) W
11 NELSON (D-FL) W
12 LEWIS (R-FL) W
13 MACK (R FL) W
14 MICA (D-FL) W
15 SHAW (R-FL) W
16 SMITH (D-FL) W
17 LEHMAN (D-FL) W
18 PEPPER (D-FL) W
19 FASCELL (D-FL) W

---- GEORGIA
1 THOMAS, ROBERT (D-GA) W
2 HATCHER (D-GA) W
3 RAY (D-GA) W
4 LEVITAS (D-GA) R
5 FOWLER (D-GA) W
6 GINGRICH (R-GA) W
7 MCDONALD (D-GA) R
8 ROWLAND (D-GA) W
9 JENKINS (D-GA) W
10 BARNARD (D-GA) R

---- HAWAII
1 HEFTEL (D-HI) A
2 AKAKA (D-HI) R

---- IDAHO
1 CRAIG (R-ID) W
2 HANSEN, GEORGE (R-ID) W

---- ILLINOIS
1 VACANT
2 SAVAGE (D-IL) R
3 RUSSO (D-IL) W
4 O'BRIEN (R-IL) W
5 LIPINSKI (D-IL) W
6 HYDE (R-IL) W
7 COLLINS, CARDISS (D-IL) R
8 ROSTENKOWSKI (D-IL) W
9 YATES (D-IL) R
10 PORTER (R-IL) W
11 ANNUNZIO (D-IL) R
12 CRANE, PHILIP (R-IL) R
13 ERLENBORN (R-IL) W
14 CORCORAN (R-IL) W
15 MADIGAN (R-IL) W
16 MARTIN, LYNN (R-IL) W
17 EVANS, LANE (D-IL) R
18 MICHEL (R-IL) W
19 CRANE, DANIEL (R-IL) R
20 DURBIN (D-IL) R
21 PRICE (D-IL) W
22 SIMON (D-IL) R

---- INDIANA
1 HALL, KATIE (D-IN) R
2 SHARP (D-IN) R
3 HILER (R-IN) W
4 COATS (R-IN) W
5 HILLIS (R-IN) W
6 BURTON (R-IN W
7 MYERS (R-IN) W
8 MCCLOSKEY, FRANK (D-IN) R
9 HAMILTON (D-IN) R
10 JACOBS (D-IN) R

---- IOWA
1 LEACH (R-IA) R
2 TAUKE (R-IA) W
3 EVANS, COOPER (R-IA) W
4 SMITH, NEAL (D-IA) R
5 HARKIN (D-IA) R
6 BEDELL (D-IA) P

---- KANSAS
1 ROBERTS, PAT (R-KS) W
2 SLATTERY (D-KS) R
3 WINN (R-KS) W
4 GLICKMAN (D-KS) R
5 WHITTAKER (R-KS) W

---- KENTUCKY
1 HUBBARD (D-KY) R
2 NATCHER (D-KY) R
3 MAZZOLI (D-KY) W
4 SNYDER (R-KY) R
5 ROGERS (R-KY) R
6 HOPKINS (R-KY) R
7 PERKINS (D-KY) W

---- LOUISIANA
1 LIVINGSTON (R-LA) W
2 BOGGS (D-LA) A
3 TAUZIN (D-LA) R
4 ROEMER (D-LA) R
5 HUCKABY (D-LA) W
6 MOORE (R-LA) W
7 BREAUX (D-LA) A
8 LONG, GILLIS (D-LA) W

---- MAINE
1 MCKERNAN (R-ME) W
2 SNOWE (R-ME) W

---- MARYLAND
1 DYSON (D-MD) R
2 LONG, CLARENCE (D-MD) R
3 MIKULSKI (D-MD) R
4 HOLT (R-MD) W
5 HOYER (D-MD) R
6 BYRON (D-MD) R
7 MITCHELL, PARREN (D-MD) R
8 BARNES (D-MD) R

---- MASSACHUSETTS
1 CONTE (R-MA) R
2 BOLAND (D-MA) R
3 EARLY (D-MA) R
4 FRANK (D-MA) R
5 SHANNON (D-MA) R
6 MAVROULES (D-MA) R
7 MARKEY (D-MA) W
8 O'NEILL (D-MA) Speaker
9 MOAKLEY (D-MA) W
10 STUDDS (D-MA) R
11 DONNELLY (D-MA) R

---- MICHIGAN
1 CONYERS (D-MI) R
2 PURSELL (R-MI) W
3 WOLPE (D-MI) R
4 SILJANDER (R-MI) W
5 SAWYER (R-MI) W
6 CARR (D-MI) R
7 KILDEE (D-MI) R
8 TRAXLER (D-MI) R
9 VANDER JAGT (R-MI) W
10 ALBOSTA (D-MI) W
11 DAVIS (R-MI) W
12 BONIOR (D-MI) W
13 CROCKETT (D-MI) R
14 HERTEL (D-MI) R
15 FORD, WILLIAM (D-MI) R
16 DINGELL (D-MI) R
17 LEVIN, SANDER (D-MI) R
18 BROOMFIELD (R-MI) W

---- MINNESOTA
1 PENNY (D-MN) R
2 WEBER, VIN (R-MN) W
3 FRENZEL (R-MN) W
4 VENTO (D-MN) R
5 SABO (D-MN) R
6 SIKORSKI (D-MN) R
7 STANGELAND (R-MN) W
8 OBERSTAR (D-MN) R

---- MISSISSIPPI
1 WHITTEN (D-MS) R
2 FRANKLIN (R-MS) W
3 MONTGOMERY (D-MS) W
4 DOWDY (D-MS) R
5 LOTT (R-MS) W

---- MISSOURI
1 CLAY (D-MO) R
2 YOUNG, ROBERT (D-MO) R
3 GEPHARDT (D-MO) R
4 SKELTON (D-MO) R
5 WHEAT (D-MO) R
6 COLEMAN (R-MO) W
7 TAYLOR (R-MO) W
8 EMERSON (R-MO) W
9 VOLKMER (D-MO) R

---- MONTANA
1 WILLIAMS, PAT (D-MT) R
2 MARLENEE (R-MT) R

---- NEBRASKA
1 BEREUTER (R-NE) W
2 DAUB (R-NE) R
3 SMITH, VIRGINIA (R-NE) W

---- NEVADA
1 REID (D-NV) R
2 VUCANOVICH (R-NV) W

---- NEW HAMPSHIRE
1 D'AMOURS (D-NH) R
2 GREGG (R-NH) W

---- NEW JERSEY
1 FLORIO (D-NJ) R
2 HUGHES (D-NJ) R
3 HOWARD (D-NJ) R
4 SMITH, CHRISTOPHER (R-NJ) W
5 ROUKEMA (R-NJ) W
6 DWYER (D-NJ) R
7 RINALDO (R-NJ) R
8 ROE (D-NJ) R
9 TORRICELLI (D-NJ) A
10 RODINO (D-NJ) R
11 MINISH (D-NJ) R
12 COURTER (R-NJ) W
13 FORSYTHE (R-NJ) W
14 GUARINI (D-NJ) R

---- NEW MEXICO
1 LUJAN (R-NM) W
2 SKEEN (R-NM) W
3 RICHARDSON (D-NM) R

---- NEW YORK
1 CARNEY (R-NY) R
2 DOWNEY (D-NY) W
3 MRAZEK (D-NY) R
4 LENT (R-NY) W
5 MCGRATH (R-NY) R
6 ADDABBO (D-NY) W
7 ACKERMAN (D-NY) R
8 SCHEUER (D-NY) R
9 FERRARO (D-NY) R
10 SCHUMER (D-NY) R
11 TOWNS (D-NY) R
12 OWENS (D-NY) R
13 SOLARZ (D-NY) R
14 MOLINARI (R-NY) W
15 GREEN (R-NY) W
16 RANGEL (D-NY) W
17 WEISS (D-NY) R
18 GARCIA (D-NY) R
19 BIAGGI (D-NY) R
20 OTTINGER (D-NY) R
21 FISH (R-NY) R
22 GILMAN (R-NY) R
23 STRATTON (D-NY) R
24 SOLOMON (R-NY) W
25 BOEHLERT (R-NY) R
26 MARTIN, DAVID (R-NY) W
27 WORTLEY (R-NY) R
28 MCHUGH (D-NY) R
29 HORTON (R-NY) R
30 CONABLE (R-NY) W
31 KEMP (R-NY) W
32 LAFALCE (D-NY) R
33 NOWAK (D-NY) R
34 LUNDINE (D-NY) R

---- NORTH CAROLINA
1 JONES, WALTER (D-NC) R
2 VALENTINE (D-NC) W
3 WHITLEY (D-NC) R
4 ANDREWS, IKE (D-NC) W
5 NEAL (D-NC) R
6 BRITT (D-NC) W
7 ROSE (D-NC) W
8 HEFNER (D-NC) R
9 MARTIN, JAMES (R-NC) W
10 BROYHILL (R-NC) A
11 CLARKE (D-NC) W

---- NORTH DAKOTA
1 DORGAN (D-ND) A

---- OHIO
1 LUKEN (D-OH) R
2 GRADISON (R-OH) W
3 HALL, TONY (D-OH) W
4 OXLEY (R-OH) W
5 LATTA (R-OH) W
6 MCEWEN (R-OH) W
7 DEWINE (R-OH) W
8 KINDNESS (R-OH) W
9 KAPTUR (D-OH) R
10 MILLER, CLARENCE (R-OH) W
11 ECKART (D-OH) R
12 KASICH (R-OH) R
13 PEASE (D-OH) W
14 SEIBERLING (D-OH) R
15 WYLIE (R-OH) W
16 REGULA (R-OH) W
17 WILLIAMS, LYLE (R-OH) A
18 APPLEGATE (D-OH) R
19 FEIGHAN (D-OH) R
20 OAKAR (D-OH) R
21 STOKES (D-OH) R

---- OKLAHOMA
1 JONES, JAMES (D-OK) W
2 SYNAR (D-OK) R
3 WATKINS (D-OK) R
4 MCCURDY (D-OK) W
5 EDWARDS, MICKEY (R-OK) W
6 ENGLISH (D-OK) R

---- OREGON
1 AUCOIN (D-OR) A
2 SMITH (R-OR) W
3 WYDEN (D-OR) R
4 WEAVER (D-OR) R
5 SMITH, DENNY (R-OR) W

---- PENNSYLVANIA
1 FOGLIETTA (D-PA) R
2 GRAY (D-PA) R
3 BORSKI (D-PA) R
4 KOLTER (D-PA) R
5 SCHULZE (R-PA) W
6 YATRON (D-PA) R
7 EDGAR (D-PA) R
8 KOSTMAYER (D-PA) R
9 SHUSTER (R-PA) W
10 MCDADE (R-PA) R
11 HARRISON (D-PA) R
12 MURTHA (D-PA) W
13 COUGHLIN (R-PA) W
14 COYNE, WILLIAM (D-PA) R
15 RITTER (R-PA) W
16 WALKER (R-PA) R
17 GEKAS (R-PA) W
18 WALGREN (D-PA) R
19 GOODLING (R-PA) W
20 GAYDOS (D-PA) R
21 RIDGE (R-PA) R
22 MURPHY (D-PA) R
23 CLINGER (R-PA) W

---- RHODE ISLAND
1 ST GERMAIN (D-RI) W
2 SCHNEIDER (R-RI) R

---- SOUTH CAROLINA
1 HARTNETT (R-SC) W
2 SPENCE (R-SC) W
3 DERRICK (D-SC) W
4 CAMPBELL (R-SC) W
5 SPRATT (D-SC) W
6 TALLON (D-SC) R

---- SOUTH DAKOTA
1 DASCHLE (D-SD) R

---- TENNESSEE
1 QUILLEN (R-TN) W
2 DUNCAN (R-TN) W
3 LLOYD (D-TN) R
4 COOPER (D-TN) R
5 BONER (D-TN) A
6 GORE (D-TN) R
7 SUNDQUIST (R-TN) R
8 JONES, ED (D-TN) R
9 FORD, HAROLD (D-TN) W

---- TEXAS
1 HALL, SAM (D-TX) W
2 WILSON (D-TX) W
3 BARTLETT (R-TX) W
4 HALL, RALPH (D-TX) W
5 BRYANT (D-TX) R
6 GRAMM (R-TX) A
7 ARCHER (R-TX) W
8 FIELDS (R-TX) W
9 BROOKS (D-TX) W
10 PICKLE (D-TX) W
11 LEATH (D-TX) W
12 WRIGHT (D-TX) W
13 HIGHTOWER (D-TX) R
14 PATMAN (D-TX) R
15 DE LA GARZA (D-TX) W
16 COLEMAN (D-TX) W
17 STENHOLM (D-TX) W
18 LELAND (D-TX) A
19 HANCE (D-TX) W
20 GONZALEZ (D-TX) W
21 LOEFFLER (R-TX) W
22 PAUL (R-TX) R
23 KAZEN (D-TX) W
24 FROST (D-TX) W
25 ANDREWS (D-TX) W
26 VANDERGRIFF (D-TX) R
27 ORTIZ (D-TX) W

---- UTAH
1 HANSEN, JAMES (R-UT) W
2 MARRIOTT (R-UT) W
3 NIELSON (R-UT) W

---- VERMONT
1 JEFFORDS (R-VT) R

---- VIRGINIA
1 BATEMAN (R-VA) W
2 WHITEHURST (R-VA) W
3 BLILEY (R-VA) W
4 SISISKY (D-VA) W
5 DANIEL, DAN (D-VA) W
6 OLIN (D-VA) W
7 ROBINSON (R-VA) W
8 PARRIS (R-VA) W
9 BOUCHER (D-VA) R
10 WOLF (R-VA) W

---- WASHINGTON
1 PRITCHARD (R-WA) W
2 SWIFT (D-WA) R
3 BONKER (D-WA) R
4 MORRISON (R-WA) W
5 FOLEY (D-WA) W
6 DICKS (D-WA) R
7 LOWRY (D-WA) R
8 CHANDLER (R-WA) W

---- WEST VIRGINIA
1 MOLLOHAN (D -WV) R
2 STAGGERS (D-WV) R
3 WISE (D-WV) R
4 RAHALL (D-WV) R

---- WISCONSIN
1 ASPIN (D-WI) R
2 KASTENMEIER (D-WI) R
3 GUNDERSON (R-WI) W
4 ZABLOCKI (D-WI) W
5 MOODY (D-WI) W
6 PETRI (R-WI) W
7 OBEY (D-WI) R
8 ROTH, TOBY (R-WI) W
9 SENSENBRENNER (R-WI) W

---- WYOMING
1 CHENEY (R-WY) W

GOP: Tax Cuts for the Rich, New Tax on Your Health Benefits

GOP LEADS REPEAL OF INTEREST, DIVIDEND TAX COMPLIANCE REFORM

Last year Congress, faced with Reagan budget deficits of up to $200 billion per year, was searching for ways to increase Treasury revenue. Congress reasoned that before it raised anyone's taxes or created new taxes, it should make sure everyone pays the taxes already due. Thus it approved 10-percent withholding of taxes on interest and dividend income, just as taxes are withheld on paychecks.

This was not a new tax, only a means of stopping tax cheating. But banking interests put pressure on Congress, and the result was that this year the withholding reform was rescinded, before it had a chance to take effect. The repeal effort was launched in the Senate by Sen. Robert Kasten (R-WI).

Lost Revenue...$13 Billion over 3 years

SENATE GOP KILLS CAP ON TAX CUT, ENSURES WINDFALLS FOR THE RICH

One major reason why the budget deficit has swollen is that the Reagan tax cuts were tilted to give enormous benefits to the most wealthy. While average working families got savings of $10 or $15 per week, the Reagan tax cuts provided a total of $6,400 for those with incomes of $100,000.

So when it became necessary to regain some of the lost tax revenue, the AFL-CIO urged Congress to place the burden on those who already had benefited the most: the wealthy. A $720 "cap" on the third phase of the tax cut would have prevented the worst excesses in giveaways to the rich.

The cap was approved by the House, but Republicans in the Senate, with only three exceptions, voted the tax cap down.

Lost Revenue...$20 Billion over 3 years

WINDFALLS FOR TAX-CHEATS AND THE RICH SAVED, REAGAN URGES NEW TAX ON HEALTH BENEFITS

The Reagan Administration recently appeared before Congress and asked that the federal income tax be applied to a portion of employer-paid health insurance benefits. For a single individual, employer-paid health insurance premiums greater than $70 per month would be considered taxable income of the employee. For family insurance, monthly employer premiums greater than $175 would be made taxable to the worker. This would mean higher taxes for an estimated 30 million workers.

The Reagan Administration also testified in favor of new taxes on other employee benefits, such as discounts on merchandise for company employees.

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SATURDAY
JULY 23, 1983

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Concerned senior citizens

Labor will continue to fight for the needs of the elderly, AFL-CIO President Lane Kirkland assured more than 2,000 participants at National Council of Senior Citizens rally protesting the Reagan Administration's cuts in health care programs. He renewed the federation's call for an affordable health care system for all Americans. The demonstration, adjacent to the White House, was part of NCSC's convention. Speakers included NCSC President Jacob Clayman, Executive Director William Hutton and several members of Congress.

Tax reform urged to regain revenue, improve fairness

The AFL-CIO called on Congress to meet its self-imposed revenue goals and generate additional funds for economic recovery programs by making the federal tax system fairer.

When it adopted a budget last month, Congress directed tax-writing committees of the House and Senate to propose legislation to raise an additional $12 billion next year and a total of $73 billion over three years.

Through tax reforms, that revenue target can be met with some $50 billion to spare, AFL-CIO Legislative Rep. Stephen Koplan testified.

He told the House Ways & Means Committee that the so-called Economic Recovery Tax Act passed in the first year of the Reagan Administration was the chief cause of massive budget deficits and "a widened gap between the nation's haves and have-nots."

It brought "huge benefits to corporations and the super-rich," Koplan testified, "at the expense of school children, the elderly, the unemployed, the disabled and the disadvantaged."

Committee Chairman Dan Rostenkowski (D-Ill.) has proposed a repeal of the automatic indexing of tax brackets that is scheduled to start in 1985, and Koplan noted that is also an important feature of the labor-supported tax reform package that has been introduced by Rep. Thomas J. Downey (D-N.Y.), also a member of the committee.

Automatic tax bracket cuts of the type now written into law would add momentum to both inflation and recession, Koplan warned.

Labor also opposes the various "flat-tax" proposals, he testified. The AFL-CIO's position is that simplification of the tax structure can be achieved without abandoning the principle of progressive taxation based on ability to pay.

Koplan said many of the tax provisions that have been touted as "savings incentives" have cost billions of dollars in lost revenues and failed to increase savings because most of the gains went to affluent taxpayers who merely shifted funds from one form of account to another.

The 1981 tax law came close to eliminating the corporate income tax as a source of revenue, Koplan protested. He noted that corporate taxes are estimated at only 5.9 percent of total 1983 revenues.

In 1980, the corporate share of taxes was 12.5 percent. It was 17 percent in 1970 and in 1960 it funded nearly 25 percent of the federal budget.

Reverse effect

As for accelerated depreciation provisions of the 1981 law that were supposed to stimulate capital investment and general economic growth, "the economy plunged into the worst downturn since the Great Depression," he pointed out.

Merely ending three foreign tax subsidies now in the tax law would raise $6.5 billion in revenues next year and over $33 billion for the three-year period, Koplan said. He reiterated the AFL-CIO endorsement of a temporary surtax on both corporate and individual income to meet current defense needs.

Labor's position, Koplan stressed, is that revenue can be increased "in a manner which will help the economy and at the same time add a badly needed element of fairness to national economic policy."

Action pressed to ease affect of plant closings

Plant closings have reached epidemic proportions and legislation to ease the threat to workers and communities should be an "essential ingredient" of a national industrial policy, Paperworkers President Wayne E. Glenn testified.

Glenn, who represented the AFL-CIO Industrial Union Dept. as well as his own union, told a House Economic Stabilization subcommittee that the permanent shutdown of 600 plants last year wiped out more than 215,000 jobs. Every state except Vermont and South Dakota was affected, he noted.

In most cases, Glenn said, workers had only a brief advance warning of the shutdown "and only a few companies offered their workers any retraining or relocation assistance."

The subcommittee, headed by Rep. John J. LaFalce (D-N.Y.), has been holding hearings on the shaping of a national industrial policy—including the targeting of threatened industries for modernization and trade policies that would stem the wipeout of U.S. jobs and production.

Legislation that would require advance notice of plant closings, exploration of alternatives to shutdowns, and adjustment benefits if a facility can't be saved is one of the components that labor has urged.

"These are not wild-eyed, radical ideas," Glenn said of the labor-supported plant closing measure.

"Most of the industrialized nations of Europe already have such laws. As has so often been the case in the past, America would only be catching up with much of the world in social legislation," he told the subcommittee.

Profit motive

Glenn stressed that less than 20 percent of plant closings are caused by bankruptcies. "Many shutdowns affect profitable facilities," he said, but "they were just not profitable enough to the eyes of the parent corporation."

Prof. Charles Craypo of Cornell University's School of Industrial & Labor Relations made a similar point.

Most plant closings, he testified, are the result of absentee ownership decisions made for reasons of broad corporate strategy. "Seldom were unions or community

Continued on Page 2

Kirkland named to commission on Central America

AFL-CIO President Lane Kirkland is one of 12 persons named by President Reagan to a National Bipartisan Commission on Central America headed by former Sec. of State Henry A. Kissinger.

The presidential executive order creating the commission instructs the panel to advise the Reagan Administration and Congress "on elements of a long-term United States policy that will best respond to the challenges of social, economic and democratic development in the region, and to internal and external threats to its security and stability."

The commission is asked to include in its report, due by next Dec. 1, "advice on means of building a national consensus on

Continued on Page 2

Huge profits windfall

Big Oil banking on gas decontrol

America's biggest oil companies will pocket a multi-billion dollar windfall if Congress goes along with the Reagan Administration's proposal to decontrol natural gas prices.

A Dept. of Energy study, which the Administration is trying to disown, estimates that the 16 largest oil companies will pocket an additional $1.85 billion a year under decontrol if prices stick at recession levels and close to $4.2 billion if economic recovery allows a rise to projected levels.

The biggest oil companies own about 54 percent of natural gas reserves and the top winners would be the companies with the largest volume of "old" gas, from wells discovered prior to 1977. Gulf Oil, the leader in that category, would come out $645 million ahead at current price levels and $869 million ahead at the higher projection.

The Energy Dept. study was made available to the Washington Post by Sen. Howard M. Metzenbaum (D-Ohio), a foe of deregulation. The Post said Energy Information Administrator Erich Evered had asked the newspaper not to use the report, claiming that its methodology was faulty and the conclusions were being revised.

Higher gas bills

In fact, however, the report confirmed warnings by consumer and labor groups that decontrol will drastically add to household natural gas bills, which have already shot up under the partial deregulation instituted thus far.

At testimony last March before the Senate Energy Committee, AFL-CIO Associate Legislative Director Howard Marlowe noted that in almost all cases drilling and exploration costs for the pre-1977 gas wells has been recovered and the gas is being profitably produced at low prices.

The committee has been sharply divided over provisions of a deregulation bill and Senate floor consideration is not likely until September, after the August recess of Congress. Metzenbaum has served notice that he will filibuster any bill lifting price controls.

The House Energy & Commerce Committee has also held hearings on deregulation legislation but has shown no enthusiasm for early action.

The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

7/23/83

Farewell etaoin shrdlu

A film of an award-winning documentary that details the production of the final hot-metal edition of the New York Times was presented to the National Museum of American History in Washington. "Farewell etaoin shrdlu"—the term typesetters use to discard a line of type with an error—has won five major awards, including a top prize from the International Labor Press Association. Making the presentation are, from left, New York Newspaper Guild First Vice President Bert Atkinson, Times composing room Chairman Jerry Perillo, Stereotypers Chairman Jack Vaughn and Graphic Communications International Union chairman Tommy Harris.

Kirkland appointed to panel on Central American policy

Continued from Page 1

a comprehensive United States policy for the region."

Kirkland's designation as a member of the panel recognizes organized labor's historic interests in Central America, including its support for developing trade union movements and the rights of workers to form free trade unions and bargain collectively, rights that lately have been under attack by both left-wing and right-wing governments in the region.

The AFL-CIO has urged, for example, that U.S. economic aid to El Salvador be conditioned on that country's performance in carrying out the agrarian land reform program, begun in 1980, and that military aid be withheld until the killers of two American labor representatives are brought to justice.

Michael Hammer and Mark Pearlman, representatives of the American Institute for Free Labor Development, were in El Salvador as advisers on land reform when they were shot to death on Jan. 3, 1981, along with Jose Rodolfo Viera, head of the land reform program.

Union officials throughout the Central American region have taken part in leadership training courses and workshops conducted under AIFLD auspices.

President Reagan's representative to the Commission on Central America will be Jeane J. Kirkpatrick, U.S. ambassador to the United Nations. Other members, in addition to Kirkland and Kissinger, are Nicholas F. Brady, managing director of Dillon Read & Company and a former U.S. senator from New Jersey; Mayor Henry G. Cisneros of San Antonio; former Texas Gov. William P. Clements, Jr.; Dr. Carlos F. Diaz-Alejandro, professor of economics at Yale University; Wilson S. Johnson, president of the National Federation of Independent Business; Richard M. Scammon, Washington political scientist; Dr. John Silber, president of Boston University; Potter Stewart, former Supreme Court justice; Robert S. Strauss, former Democratic National Committee chairman, and William B. Walsh, president of Project Hope.

The President also asked congressional leaders to designate "senior counselors" to work with the commission—four senators and four House members from the two parties. The Senate consultants will be Senators Henry Jackson (D-Wash.), Charles McC. Mathias (R-Md.), Lloyd Bentsen (D-Tex.) and Pete Domenici (R-N.M.). Consultants from the House were to be named later.

O'Donnell confirmed for Labor Dept. post

John J. O'Donnell, former president of the Air Line Pilots, has been confirmed by the Senate as assistant secretary of labor for legislative affairs.

O'Donnell served as an AFL-CIO vice president from 1979 until his resignation from the Executive Council in May 1983 to accept the nomination to the Labor Dept.

The Senate also confirmed Ford B. Ford to be under secretary of labor to fill the vacancy left by the resignation of Malcolm Lovell.

Ford had been assistant secretary of labor for mine safety and health since 1981, and before joining the Labor Dept. he was a vice president of the California Institute for Industrial & Governmental Relations and president of Oilquip Marketing Co. He held several state posts in California when Ronald Reagan was governor.

Production authorized

House vote approves MX missile program

The House voted to authorize funds for procurement of MX missiles after adopting amendments the AFL-CIO had urged as furthering the recommendations of the bipartisan Scowcroft commission.

In a letter to House members, AFL-CIO Legislative Director Ray Denison said the federation does not consider it "prudent" to withhold MX procurement funds, as had been proposed in an amendment supported by the Democratic leadership.

The amendment to delete the $2.6 billion in production funds was rejected by a 220-207 vote. The House put off until later completion of action on the overall $187.8 billion Defense Dept. authorization.

Denison urged adoption of amendments by Rep. Albert Gore, Jr., (D-Tenn.) and Rep. Les Aspin (D-Wis.), both of which were approved by voice vote.

The Gore amendment reduced the procurement authorization from the 27 MX missiles requested by the Administration to 21 missiles. The effect, Denison said, would be to stretch out the deployment timetable "to allow Congress to continue to review the Administration's implementation of the total package of Scowcroft commission recommendations and to facilitate an arms control agreement with the Soviet Union at the lowest feasible number of MX missiles."

The Aspin amendment limits the weight of the small single-warhead Intercontinental Ballistic Missile to assure that it remains a "small" missile as contemplated in the commission recommendations. It also bars deployment of more than 10 MX missiles until there has been substantial testing of the small ICBM.

Put in context

Adoption of the two amendments, Denison had urged, would "emphatically put Congress on record as supporting the procurement of the MX missile only in the context of pursuit of all the Snowcroft commission recommendations." He noted that if the Administration doesn't show good faith, "there will be numerous future opportunities for Congress to reconsider support of the MX."

A companion military authorization bill was being debated in the Senate, but two attempts to muster the 60 votes needed to cut off debate and bring the bill to a vote had failed.

In other congressional developments:

- A Senate Judiciary subcommittee headed by Sen. John P. East (R-N.C.) approved a labor-opposed bill that would amend the Hobbs Act, intended to deal with racketeering, to make it a weapon that could be used against unions and union members in legitimate strikes. It would have the effect of nullifying a Supreme Court decision and allowing the law with heavy criminal penalties to be used to prosecute workers involved in picket line scuffles or isolated incidents of strike violence.

The action was by a party-line vote, with the three subcommittee Republicans favoring the bill and the two Democrats opposed.

Vote postponed

- The House again put off a vote on health insurance for the unemployed, but the leadership plans to bring the bill to the floor before Congress begins its August recess.

In a related area, a House-Senate conference committee dropped funds for jobless health insurance from a supplemental appropriation bill as part of an attempt to trim spending sufficiently to avoid a presidential veto. But the conferees promised that funds for such a program would be provided after Congress adopted a health plan.

- The AFL-CIO wrote to the 81 Democratic representatives who voted against allowing labor-supported amendments to the Caribbean Basin Initiative bill to be considered by the House. Legislative Director Denison expressed labor's "deep disappointment" with their vote, which involved "a bill that exports U.S. jobs." His letter noted that union members in their home districts "share our frustration with your action."

- Two committees gave conflicting advice to the Dept. of Transportation in reports accompanying an appropriation bill that includes funds for air traffic control.

The House report suggested that the department consider rehiring some of the experienced controllers fired for their participation in the 1981 PATCO strike in order to get control towers back to full strength. But the report by the Republican-controlled Senate committee took the opposite tack and said the former strikers shouldn't be rehired.

White-collar salaries up 7.1 percent

Private sector salary increases for 24 white-collar occupations ranged from 4.2 percent to 9.7 percent in the year ended last March, the Bureau of Labor Statistics reported. The median increase was 7.1 percent.

The year-to-year rise was lower in all but two categories than in the 1981-82 survey, when the range of increase was 6.6 to 13.8 percent. The median increase for the period was 9.4 percent.

The annual survey of white-collar salaries is the first-step in determining the comparability raises that federal employees are supposed to get each year to maintain parity with the private sector. But in fact, comparability has been largely disregarded in recent years and raises for government workers have been held substantially below the prescribed level.

For the most part, job classifications that had above-average raises the previous year were on the lower scale of the most recent survey and larger gains were scored by groups that had trailed in the 1981-82 period.

Almost all job classifications were divided into categories based on levels of skill, responsibility and experience. Thus, the average annual pay for secretaries ranged from $14,732 at the lowest level to $23,137 at the fifth and top grade, and the two grades for typists were $11,428 and $15,085.

Among professionals, eight categories of engineers brought a range of $25,556 for starters to a top of $66,938. Attorneys ranged in six grades from $28,119 to $84,917. The five levels of programmer-analysts ranged from $19,777 to $38,125, while computer operators were at six levels, from $12,481 to $25,206.

Personnel clerks and assistants had the highest percentage raise in the current survey, 9.7 percent, but the dollar range in four steps was only from $12,898 to a top of $20,198.

Personnel directors had an above-average 8.3 percent raise, on top of increases averaging 9.6 percent the previous year and 11.4 percent in the 1980-81 period. In dollars, the four categories of personnel director ranged from $32,678 to $62,645.

600 plant closings stir call for action

Continued from Page 1

representatives offered an opportunity to influence the decision-making process," Craypo told the subcommittee.

Glenn spoke of the abrupt shutdown last January of a Heublein plant in Paducah, Ky., which had employed 180 members of his union.

The plant had been temporarily closed a week earlier for what had been announced as a companywide changeover to a new computer system. Letters were sent to the workers notifying them of the permanent closedown, but many first learned about it from television or the local newspaper.

Glenn noted that the plant was only four years old, that company officials said the decision had no relation to anything the union did or didn't do, but was the result of reduced sales.

"That may be a legitimate business reason to shut down a plant," Glenn said, but "there is no justification for the way the company handled the actual closing."

And in Madison, Me., the Paperworkers are still fighting in the courts for a remedy for the 358 union members who came to work on Mar. 29, 1977, only to be told that the plant was closing and they should collect their belongings and leave.

Even a comprehensive industrial policy won't eliminate all shutdowns, Glenn acknowledged. "There will always be circumstances that necessitate a facility's closing." But, he insisted, "the process of shutdown must be regulated to minimize its adverse impact on workers, their families and the affected communities."

High drug cost tied to longer patent control

The ill and the elderly will have to pay higher prices for prescription drugs if Congress extends the period of patent protection, the AFL-CIO charged at Senate hearings.

Thomas M. Bradley, president of the Maryland State and District of Columbia AFL-CIO, presented labor's case against a bill that would add up to seven years to the 17-year term of patents covering drugs, medical devices, pesticides and certain chemicals. The measure, pushed by the drug manufacturers, is defended by its sponsors as an offset for costs on drugs and other potentially hazardous products that must go through a period of federal testing before they can be marketed.

Bradley told a Judiciary subcommittee headed by Sen. Charles McC. Mathias, Jr. (R-Md.) that the drug manufacturers normally recoup their outlays for research and development within the first few years of putting a new drug on the market, and extending their monopoly will keep prices artificially high by preventing competition from low-cost "generic" drugs.

Explaining labor's concern, Bradley told the Senate panel:

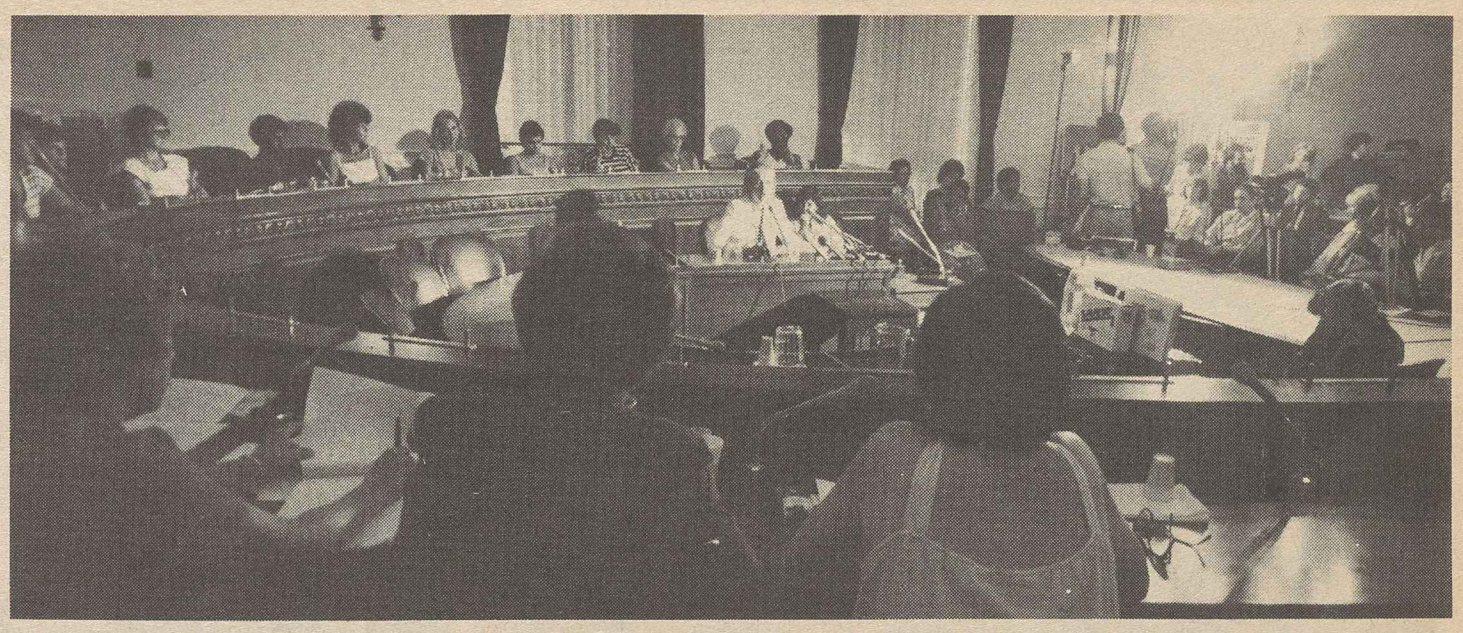
"We care about this legislation because our members are consumers of prescription drugs . . . because our members are taxpayers who pay for the drugs used in federal, state and local hospitals, clinics, and prisons, and for the drugs purchased through Medicaid and other taxpayer-funded programs.

Underpaid workers

"We care about this legislation because many of our members work in public and private health care institutions where every extra dollar spent unnecessarily for prescriptions means a dollar less to pay the already underpaid staffs."

Bradley noted that the last Congress gave drug companies a big tax credit for research and development expenditures and additional incentives to develop drugs with small potential markets.

If still further subsidies are needed for particular diseases, Bradley urged, research funds should be provided directly through the National Institutes of Health.



Hanes workers describe pay inequities and hazardous working conditions to representatives from the Coalition of Labor Union Women and other women's organizations at informal hearings on Capitol Hill.

Hanes hosiery workers supported in fight for fair, equal treatment

Employees of the Hanes Co. have appealed to national women's organizations for help in their struggle to win fair wages and working conditions from the major hosiery and underwear manufacturer.

At a meeting on Capitol Hill, President Joyce Miller of the Coalition of Labor Union Women, President Judy Goldsmith of the National Organization for Women, and Pat Reuss of the Women's Equity League heard testimony describing mistreatment of female workers.

Five production workers at Hanes plants located in southern states told the panel of deceptive wage increases tied to production rates so wages actually decreased or remained the same. They described the introduction of "scientific" management techniques, aimed at increasing productivity, which narrowed workers' jobs to repetitive tasks at high speed, producing painful tendinitis and carpal tunnel syndrome in many workers.

Four route sales representatives, who distribute and sell Hanes L'Eggs hosiery to retailers in addition to driving, cleaning and maintaining their trucks, told how their workload has been expanded by the company forcing them to work longer hours with no overtime or commission.

The women accused Hanes of paying L'Eggs distributors as much as $10,000 a year less than male counterparts in the industry.

They also charged the firm with lack of concern for their safety because of the unsafe design and construction of Hanes's trucks.

Fears exploited

The women said Hanes capitalized on the fear of plant shutdown and layoffs during the recession as a ploy against union organization.

Hanes, which was acquired by the Chicago-based conglomerate Consolidated Foods Corp. in 1979, makes Hanes and L'Eggs brand hosiery, T-shirts and underwear. More than 70 percent of its 18,000 employees are women. Hanes, has its headquarters in Winston-Salem, N.C., and production plants in North Carolina, South Carolina, Virginia and Georgia.

In 1982, Hanes accounted for $1 billion of CFC's $6 billion in sales. Other CFC operations include Shasta soft drinks, Sara Lee desserts, Superior coffee, Popsicle, Hillshire Farms and Kahn's meats, Electrolux vacuum cleaners, Fuller Brush and Bali undergarments.

Miller, an AFL-CIO vice president and a vice president of the Clothing & Textile Workers, said the testimony revealed the "most blatant sex discrimination against women." She said the same problems described by Hanes workers are faced by many women in the workforce.

Struggle for equity

"The struggle women face in the 1980s is essentially an economic struggle," Miller said. "We in the labor movement know women will never achieve equality until economic justice is achieved."

NOW's Goldsmith said that, behind Hanes's " 'great pair of L'Eggs' is a story of women fighting against pay inequity, inhuman workloads, speed-ups, fear, intimidation and threats to their health and personal safety."

Goldsmith stressed that women have "tremendous economic power as consumers." Companies like Hanes and Consolidated Foods must "realize that, if they depend on sales to women for profits, they must treat their women workers with dignity and respect," she asserted.

The women testifying before the panel said their problems with Hanes began after the 1979 takeover by Consolidated Foods.

Dorothy Anders, who works at a Hanes plant in Galax, Va., said that whenever workers get a raise, their bundles, or production quotas, increase. "We are working harder and making less," she said.

They treat us as if they can use us, abuse and then throw us away, Anders charged.

Rose Bennett, a Hanes sewing machine operator at Rockingham, N.C., appeared with bandaged wrists. She said her doctor had told her the pain and cysts in her wrists and the bone spur on her pedal foot were job-related, but she told the panel, she feared she would lose her job because she had been out so long with the debilitating job disease.

Both Anders and Bennett suffer from tendinitis, a painful inflammation of the tendons caused by physical stress such as that produced by repetitive job motion.

Acting on complaints from Hanes workers at Galax, Va., the Occupational Safety & Health Administration cited the firm in 1980 for subjecting workers to excessive muscular stress to the shoulders, arms, wrists and hands. After the Reagan Administration certified Virginia's state OSHA plan in 1981, follow-up inspections on the citation were taken over by the state, whose inspectors found Hanes in compliance with the OSHA agreement at Galax.

Health claims disputed

Hanes says only about 29 workers out of 18,000 suffer with tendinitis. However, a social worker in Galax found 137 cases among only 2,000 workers at the plant.

Dolores Jackson, who has worked for three years in the toe-closing department in the Florence, S.C., plant, said Hanes combats union organization efforts with captive audience speeches and films.

She said the company told the workers if a union comes into the plant it can deduct any amount of dues from workers' paychecks. But, "I found out," she said, "a vote is taken on the amount of union dues." She said company representatives talk about "union violence" and threaten plant closings and firings. "We are full of so much fear, we need a union to help us." Jackson said.

On 1980, ACTWU conducted an organizing drive at the Galax plant. The union won a representation election, but it was overturned in court after the company claimed the union used unfair tactics.

Job safety agency disallows emergency benzene standard

The Occupational Safety & Health Administration has denied a petition for an emergency temporary standard sharply lowering the worker exposure limit for benzene and instead has decided to proceed with "accelerated" rulemaking procedures that the agency claims will produce a new standard by mid-1984.

The petition for an emergency standard was filed last April by a coalition of public health and labor organizations, including the AFL-CIO, which sought to reduce the exposure limit to one part benzene per million parts of air (1 ppm)—one-tenth of the current standard.

Exposure to benzene has been linked to leukemia and other blood disorders, chromosome damage, respiratory irritations and dermatitis. Recent studies on animals have shown benzene to be carcinogenic.

OSHA issued a 1 ppm emergency standard on benzene in 1977, but this was blocked in the courts. A permanent standard of 1 ppm, issued in 1978, was struck down by the Supreme Court in 1980 on the grounds that the agency had failed to show that the 10 ppm level posed "significant risk" to the estimated 35,000 workers exposed to benzene within that limit.

In their petition, the labor and health groups maintained that OSHA's own studies since the 1980 court ruling provide clear evidence to satisfy the high court's requirements for a "significant risk" finding. They estimated that between 1,540 and 7,245 excess cases of leukemia can be expected over the lifetimes of workers exposed at or below the 10 ppm level, and each year of delay in reducing the exposure limit results in another 34 to 161 excess leukemia cases.

In denying the petition for an emergency standard, OSHA chief Thorne G. Auchter continued to cite the Supreme Court's requirement that a significant risk to workers from the present standard must be demonstrated. He also pointed to findings by OSHA that most exposures to benzene already are below the 1 ppm level, and he noted that most emergency temporary standards, including the 1977 standard on benzene, have not fared well when challenged in federal courts.

Reversal pressed

Auchter's rejection of the petition was sharply denounced by President Howard D. Samuel of the AFL-CIO Industrial Union Dept. and President Robert Goss of the Oil, Chemical & Atomic Workers. In a telegram to Vice President Bush, who heads the Administration's task force on regulation, they urged him to reverse Auchter's decision. Samuel and Goss suggested that "a single hearing on the risk issue alone is all that is necessary to reinstate the 1978 standard."

The accelerated rule-making announced by Auchter "means that thousands of American workers will remain unnecessarily at risk of leukemia and other cancers," the telegram charged.

Howard Chester retires from union trade post

Howard P. Chester, executive secretary of the Stone, Glass & Clay Coordinating Committee for the past 16 years, will retire July 31.

Chester, 62, served as president of the Glass Cutters League from 1961 to 1967 when he assumed his post with the coordinating committee. The group handles legislative, international trade and safety and health issues for three AFL-CIO affiliates—the Aluminum, Brick & Glass Workers, Flint Glass Workers and the Cement, Lime & Gypsum Workers.

He also is a member of the Labor Policy Advisory Committee on International Trade. In the early 1970s, Chester headed the federation's task force on the Burke-Hartke trade bill.

Chester will return to Mount Vernon, Ohio, where he began his trade union career in 1937 as an apprentice glass cutter.

Seafarers International Union dedicates its headquarters in Camp Springs, Md., near nation's capital.

New Seafarers headquarters called 'commitment to future'

Camp Springs, Md.—The Seafarers International Union dedicated its new national headquarters building here within sight of the nation's capital and in the name of SIU President Frank Drozak.

Thanking the union's trustees for that tribute, Drozak said the new headquarters building represents a reaffirmation of the SIU's "commitment to the future of our nation's maritime industry and of America."

"We accept the challenge to meet the needs of an industry which is rapidly changing in structure and technology, an industry that is at its lowest point since the Great Depression," Drozak said.

By establishing its presence in Washington, he said, the SIU was expressing its commitment to work with government, industry and the labor movement to ensure that the merchant marine "will be a formidable presence on the world's oceans for our nation's economic strength and its national security."

Drozak recalled some of the landmarks in the SIU's history, including the establishment of early headquarters on Stone Street and later Beaver Street in lower Manhattan before moving to Brooklyn in 1953.

"We have come from store fronts to converted school buildings to now a headquarters representing the future of our people—the first real headquarters we've ever had."

At the dedication ceremonies, AFL-CIO President Lane Kirkland welcomed the SIU to the Washington area and wished its members and officers "good luck and smooth sailing."

Kirkland noted that nearly half the unions affiliated with the federation now have their headquarters in or near the nation's capital, and he saw this as recognition that "to represent their members effectively, unions must nowadays negotiate at least as much with the various branches of government as with employers."

Kirkland pointed out that Maryland is the center for training programs of the maritime unions, with the state harboring training facilities for the Marine Engineers and his own union, the Masters, Mates and Pilots, as well as the Seafarers.

"All of their work in training and equipping American seamen to meet their country's needs," he said, "is contingent on their success in persuading the Congress and the public that a strong merchant marine is central to the nation's survival and must not be allowed to decay further.

'Welcome presence'

"In this missionary effort, which involves the entire AFL-CIO and its affiliates, the manpower, the resources and the strong leadership of the Seafarers are a welcome presence in the nation's capital."

Gov. Harry Hughes also welcomed the SIU as "a union which has brought employment and prestige to the state of Maryland." Among other speakers were Rep. Steny Hoyer (D-Md.), Rep. Marjorie Holt (R-Md.) and Parris Glendening, executive of Prince George's County, where the headquarters building is situated.

Traylor named new treasurer of Ironworkers

The Ironworkers executive council has unanimously approved the appointment of John T. Traylor as treasurer of the union to complete the unexpired term of Charles R. Anding.

Traylor has been general organizer of the union since his appointment to the post by Ironworkers President John H. Lyons in 1974. His duties have included handling cases before the Impartial Jurisdictional Disputes Board and representing the union on the AFL-CIO Building & Construction Trades National Organizing Committee.

Prior to his appointment to the headquarters staff, Traylor had been president, business manager and assistant business agent of Ironworkers Local 16 in Baltimore, and he was a vice president of the Baltimore Building & Construction Trades Council.

Anding, appointed treasurer in 1978 and elected to a full five-year term in 1981, resigned the post to return to his home in Louisiana and resume his previous duties with the Ironworkers' Mid-South District Council.

Copper strike seeks equity on contracts

Copper workers at Phelps Dodge Corp. facilities in Arizona and Texas began a fourth week on the picket line in a strike against the nation's second largest copper producer. The 2,300 union members affected are seeking contract equity through a 13-union bargaining coalition.

The coalition, led by the Steelworkers, wants Phelps Dodge to agree to a pattern-setting accord reached in April with Kennecott Corp., the nation's largest copper producer. Other major companies in the severely depressed industry have reached similar pacts with the unions. The contract was approved unanimously by the unions participating in the Non-Ferrous Industry Conference.

The pattern agreement calls for a three-year wage freeze, but retains a full cost-of-living provision and all major benefits as well as protections for workers laid off as a result of technological change, procedures for resolving problems of contracting out of work, upgrading and training programs and other protections.

But Phelps Dodge wants to eliminate COL allowances, cut medical coverage payments for workers and their families, reduce the number of paid holidays and cut some retirement benefits.

Forced strikes

The USWA pointed out that the company has forced a strike in every round of contract negotiations since 1968. But for the first time, Phelps Dodge is trying to keep production going by using supervisors and clerical employees along with any workers it can lure back.

Angel Rodriguez, president of USWA Local 1616 in Morenci, Ariz., the largest local in the strike, charged the company with attempting "to bust the union."

The company sent letters to strikers and to other workers still on layoff when the strike began, urging them to return to work before their jobs "are given to someone else."

Unions in the coalition include the Boilermakers & Blacksmiths, Carpenters, Chemical Workers, International Brotherhood of Electrical Workers, Machinists, Operating Engineers, Painters, Plumbers & Pipefitters, Railway Carmen, United Transportation Union, the Morenci-Clifton Metal Trades Council and the unaffiliated Teamsters.

Studies Center issues new catalogue

The George Meany Center for Labor Studies has just published its 15th catalogue covering the academic year 1983 1984. It offers 49 institutes, workshops and programs for union officials.

Enrollment in these programs is open to all full-time officers, representatives and staff employees of AFL-CIO affiliates. There is no charge for tuition. Room and board is $65 a day. Most courses run for one week, from Sunday dinner through lunch on Friday.

In a foreword to the catalogue, AFL-CIO President Lane Kirkland points out that in today's complex society, union leaders need to know enough or sense enough about many subjects to lose their awe of the experts and to challenge them when necessary. "That's what you can learn at the George Meany Center," Kirkland says.

The new catalogue shows that the center's most popular courses are on organizing and grievance arbitration techniques and on the local union's use of computers.

Of the seven classes on organizing, four are on basic techniques, one covers white-collar organizing and one is a two-week advanced course for organizing directors.

Of the seven arbitration courses, five focus on preparation and presentation of grievance cases, one is an advanced course on examining and cross-examining witnesses; the other is on fact-finding and interest arbitration.

The institute on computers for local unions is offered six times during the year.

Five institutes are offered for personal leadership development: advanced leadership skills (rapid reading, clearer writing, public speaking), the art of leadership (psychology), the union administrator, effective speaking and new staff—a two-week program to help the transition from rank-and-file leader to full-time union staff member.

Special programs, seminars and workshops are offered on civil rights, teaching techniques for labor educators, newswriting and editing for union publications, occupational health and safety, plant closings, stress as a union issue, union skills for union women, and working with television, radio and the press.

Two advanced workshops are available this year: one on the use of video and the other on editing skills. Programs on unions and the future, opinion polling and the changing workplace will make their first appearance this year.

All but four of the classes meet on the Meany Center's Silver Spring, Md., campus. Off-campus classes will be offered at the University of Illinois, Champaign; the University of Oregon, Eugene; and the University of Colorado, Boulder.

Copies of the catalogue were mailed last week. Additional copies are available on request to Fred K. Hoehler, Jr., executive director, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903 or telephone 301/431-6400.

IBEW wins utility unit in Florida election

St. Cloud, Fla.—Workers at the city-owned electric power company here rebuffed the efforts of a union-busting consultant hired by the city and voted in Local 606 of the International Brotherhood of Electrical Workers.

In an election conducted June 28 by the Florida Public Employee Relations Commission, the St. Cloud utility employees voted 64 to 30 for the IBEW as bargaining agent. The city had hired an anti-union consulting firm in Tampa, Fla., to try to block the workers' efforts to organize.

1199 gains New Jersey nurses' group

Newark, N.J.—District 1199, the hospital and health care arm of the Retail, Wholesale & Dept. Store Union, announced the affiliation of the 1,000-member United Nurses Organization.

By more than a 3-1 margin, members of the UNO voted for affiliation with District 1199J, bringing the district's membership to more than 10,000 hospital and nursing home workers in the northern New Jersey area.

"We welcome the UNO which has a long history of fighting for its members and take satisfaction in the knowledge that they will strengthen us in improving working conditions throughout New Jersey," District President Aberdeen David said following the vote.

The UNO represents workers in the Jersey City Medical Center, Pollak Hospital in Jersey City, Meadowview Hospital in Secaucus, and the Jersey City and Ocean County health departments.

UNO President Virginia Stephens said of her membership's vote: "Nurses need to unite with other nurses and with health care workers in other job categories to make gains in these difficult times."

Labor Day traditions

Coast-to-coast events set solidarity theme

Union leaders will be spending Labor Day with union members—at Solidarity Day events from coast to coast. And for top officers of the AFL-CIO and a number of its affiliates, the "day" will be several thousand miles long.

AFL-CIO President Lane Kirkland will start off at New York City's big parade, a gala event that this year will include 125 floats and 150 bands to set the beat for the marchers.

He then is scheduled to fly to Chicago, to join that city's big parade, and end the day in Nebraska, at Omaha's Salute to Labor.

Omaha's Septemberfest is a weeklong celebration, and this year's events will be keyed to the Solidarity Day III observance. In addition to the city's Labor Day parade, there will be exhibitions of worker skills and union-made products, musical and sporting events and other happenings.

Other events

Meanwhile, other communities planning Solidarity Day events tied to the traditional Labor Day observances have been putting their schedules in final shape.

Trade unionists from across Connecticut will gather in New Haven for a Labor Day parade, rally and picnic. Special events include a 10 kilometer race, with individual and team entries sponsored by various unions.

The New Haven parade, with floats, marching bands and union members at work demonstrations, will be followed by the rally and family picnic.

Milwaukee has extended its traditional "Labor at the Lake" picnic for the Solidarity Day program. It will now include a parade with floats and bands from downtown Milwaukee to the lake and an old-fashioned "bean-feed" with refreshments for everyone. The War Memorial Art Center has been leased for Solidarity Day, with free admission.

In New Jersey, the beach resort of Asbury Park will be the site of a parade and rally at which Gov. Thomas Kean will join with union members from all over the state.

Speakers schedule

A partial list of appearances by union officers provided by Solidarity Day coordinators includes the following:

President William H. Wynn of the Food & Commercial Workers, Indianapolis and Denver; President Kenneth T. Blaylock, Government Employees, Raleigh, N.C.; President Lloyd McBride, Steelworkers, St. Louis; AFGE Vice President Barbara Hutchinson, AFGE, Westmoreland County, Pa.; President William W. Winpisinger, Machinists, Ft. Lauderdale, Fla., Des Moines, Iowa, and Alameda County, Calif.; President John De Concini, Bakery, Tobacco & Confectionery Workers, Baltimore; President Wayne Glenn, Paperworkers, Jackson, Miss.; and President Frank Drozak, Seafarers, Providence, R.I.

President John Sweeney, Service Employees, Los Angeles; President Albert Shanker, Teachers, Albany, N.Y.; President J. C. Turner, Operating Engineers, San Francisco and Santa Cruz, Calif; President Owen Bieber, Auto Workers, Detroit; President Glenn E. Watts, Communications Workers, Columbus, Ohio, and Cleveland; President Murray Finley, Clothing & Textile Workers, Philadelphia, and President Sol C. Chaikin, Ladies' Garment Workers, New York.

President John T. Joyce, Bricklayers, Manchester, N.H.; President Robert Goss, Oil, Chemical & Atomic Workers, Toledo, Ohio; President William H. Bywater, Electronic, Technical & Machine Workers, Atlanta; President Gerald McEntee, State, County & Municipal Employees, Philadelphia and Milwaukee; President Milan Stone, Rubber Workers, Tuscaloosa, Ala.; President Charles Jones, Boilermakers, Coffeyville, Kan., President Dominick D'Ambrosio, Aliled Industrial Workers, Decatur, Ill.; President John Kelly, Office & Professional Employees, Minneapolis, and President Paul Burnsky, Metal Trade Dept., Charleston, S.C.

Sec. Lynn Williams, Steelworkers, Indianapolis; Sec.-Treas. Edward L. Fire, IUE, Louisville, Ky., and Dayton, Ohio; Sec.-Treas. Charles Moran, Boilermakers, Springfield, Mass.; Sec.-Treas. Richard Cordtz, SEIU, Detroit; Sec.-Treas. Robert Porter, AFT, Albuquerque, N.M.; Sec.-Treas. Anthony Lutty, UFCW, Baltimore, and Treas. Frank McKee, USWA, Seattle.

Beverly breakthrough

Victory is savored by employees of the Community Convalescent Center in Gainesville, Fla.—a facility owned by Beverly Enterprises, Inc.—where the workers voted 34-18 for the Food & Commercial Workers in a July 8 representation election. The victory came in the first of several dozen elections scheduled for the summer and early fall by the UFCW and the Service Employees in a coordinated campaign to organize the 50,000 Beverly employees and seek to improve patient care at the company's 600 facilities.

Congress urged to continue curbs on Alaska oil exports

Alaska's oil is important to the national economy and existing restrictions on its export should be continued, AFL-CIO Associate Legislative Director Howard D. Marlowe urged.

Marlowe testified before a Senate Foreign Relations subcommittee on behalf of the Coalition to Keep Alaska Oil, whose 35 affiliates include labor, industry, consumer and farm groups.

The Export Administration Act, now up for renewal by Congress, sets strict conditions for the sale of Alaskan oil to other countries. The President must first certify that such exports are in the national interest, will not diminish the supply or quality of crude oil available in the United States, will result in lower cost to refiners and pass on at least 75 percent of any savings to consumers. Any export contract must allow termination if U.S. oil supplies are interrupted or threatened.

House and Senate committees with legislative jurisdiction over the export law approved legislation continuing these restrictions despite Administration attempts to pave the way for the sale or swap of Alaskan oil to Japan.

Marlowe termed the export restrictions "eminently reasonable." Crude oil is a "scarce and precious resource," he noted, and Alaska's production contributes to the goal of reducing dependence on imports.

He pointed to the strengthening of the merchant marine through the use of American ships to carry Alaska's oil to domestic ports and the industrial jobs that have been created or preserved.

Earlier this year, the AFL-CIO Executive Council criticized the Administration effort to lift restrictions and warned that allowing export of the North Slope oil would weaken national security and "reverse a decade of progress toward domestic energy self-reliance."

Pipeline threatened

The council noted that construction of west-to-east pipelines would allow more efficient use of Alaska oil. But it warned that pipeline construction is unlikely "so long as investors believe that export of Alaska oil is a distinct possibility."

Marlowe reminded the Senate panel that "Americans have borne hardships and enormous costs as a consequence of our national dependence on imported oil."

Existing restrictions have "worked well for the United States" and should be renewed, he said.

Multiple charges of union-busting hit Ethicon plant

Phoenix—The National Labor Relations Board's regional office here has issued a formal complaint accusing the Ethicon division of Johnson & Johnson Co. of committing more than 50 unfair labor practices during a representation election campaign earlier this year.

The complaint is based on charges filed by the Clothing & Textile Workers, which sought to organize employees of the J&J plant in Albuquerque, N.M. ACTWU lost the election, which was held May 18, by a vote of 141-71.

The NLRB complaint names 18 company officials, including the plant manager, personnel manager, plant engineer and a number of supervisors.

Among the unfair practices cited in the complaint are: unlawfully firing five Ethicon employees, refusing to hire a job-seeker who expressed sympathy for unions, interrogating applicants during job interviews about their views toward unions, as well as a wide range of illegal discrimination and surveillance tactics.

Conduct deplored

ACTWU said Johnson & Johnson's conduct in the period prior to the election "was among the worst we have ever witnessed" in an organizing campaign.

"For a company that prides itself on its integrity and sense of corporate responsibility, these allegations by the NLRB raise serious questions about Johnson & Johnson's commitment to its well-advertised 'corporate credo.' "

A recent survey by Fortune magazine cited Johnson & Johnson as having a high-standing reputation among U.S. corporations.

An NLRB administrative law judge has set an Aug. 30 hearing in Albuquerque on the charges against the company.

Hospital denied religious exemption

San Francisco—The 9th Circuit U.S. Court of Appeals has upheld the National Labor Relations Board's jurisdiction over a church-affiliated hospital in Red Bluff, Calif., rejecting the hospital's contention that such jurisdiction infringes upon the free exercise of religion.

Enforcing an NLRB order requiring St. Elizabeth's Hospital to bargain with Local 250 of the Service Employees, the appeals court ruled:

"Our conclusion that board jurisdiction would not produce excessive entanglement between government and religion results . . . from St. Elizabeth's pervasively secular character, and also from our sense that board involvement with the hospital will be limited and will present only a minimal burden upon the religious practices of the hospital's operators.

"There is no evidence that union activities will interfere with the religious practices of the Sisters of Mercy, since the tenets of the Catholic Church are not inconsistent with unionization or collective bargaining." The Sisters of Mercy, a Catholic order of nuns, owns and operates St. Elizabeth's.

In his opinion for the court, Judge Cecil Poole said NLRB recognition of a hospital employees union is consistent with the free exercise clause of the First Amendment "because the minimal infringement of the hospital's freedom of operation is outweighed by the (Taft-Hartley) Act's goal of minimizing economic disruptions caused by labor unrest." Judges Thomas Tang and Bruce Thompson joined the unanimous decision.

1977 campaign

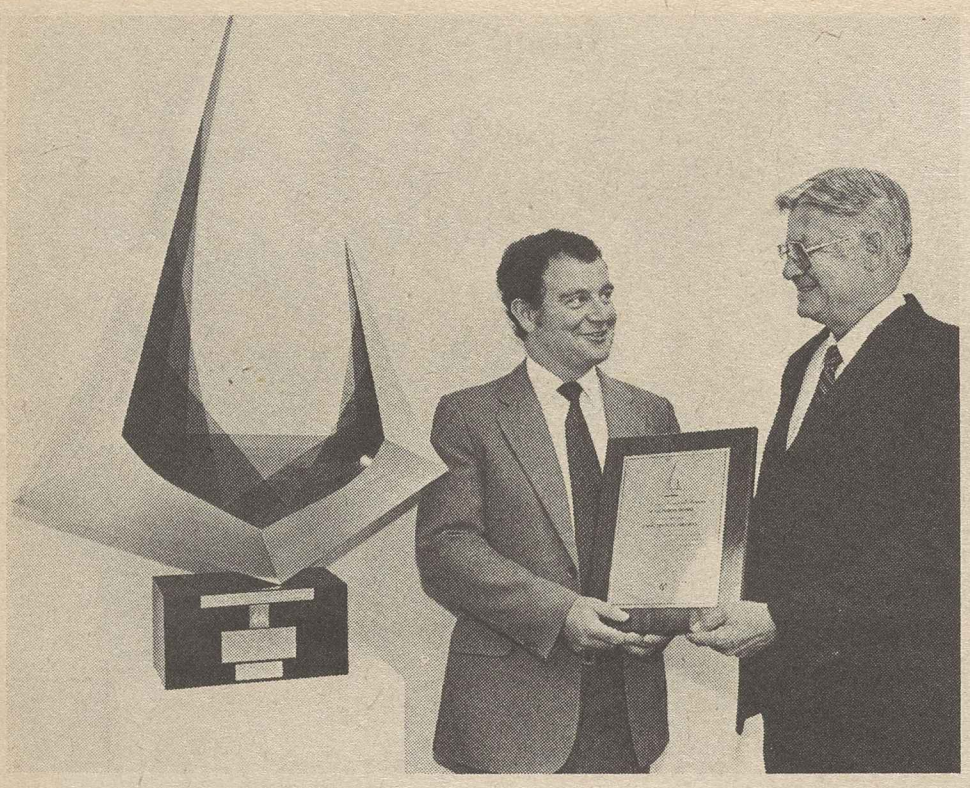
The case arose from SEIU's attempt to represent four groups of employees at the hospital. In a June 1977 election, one unit of service and maintenance employees voted for union representation. After the union was certified, the NLRB charged St. Elizabeth's with an unfair labor practice for refusing to bargain with the union. The board dismissed the hospital's First Amendment objections, and ordered it to bargain with the union.

The hospital appealed, and the 9th Circuit Court in 1980 returned the case to the NLRB for consideration of the First Amendment issue in light of a 1979 Supreme Court decision. On remand, the board held that NLRB jurisdiction over hospital employees involved only a slight risk of "excessive entanglement" between government and religion and did not infringe upon the free exercise of religious beliefs by the Sisters of Mercy. The appeals court now affirms the board's decision.

"Catholic doctrine does not counsel St. Elizabeth's to commit unfair labor practices or to refuse to bargain with a labor union," Judge Poole said in his opinion. "Neither does the Act prohibit the hospital's prayers, crucifixes, moral values or refusal to perform abortions.

"Furthermore, the government has a compelling interest in regulating labor relations so as to minimize industrial strife and disputes that would disrupt the national economy. To allow St. Elizabeth's an exemption would permit labor disagreements to threaten delivery of vital medical services and would interfere with the fulfillment of the government's compelling interest in promoting national labor peace."

Poole noted that Congress expressed an "unmistakable intention" to cover employees in nonprofit hospitals when it amended the Taft-Hartley Act in 1974 to include health care institutions.



Performance and skill

Award for outstanding performance and skill is presented to British Airways Flight Engineer Barry Townley-Freeman, left, by Flight Engineers President William A. Gill, Jr. Townley-Freeman, the first recipient of the FEIA's highest award, was honored for action on duty aboard a British Airways flight on June 23, 1982, which had a flame-out in all four engines after flying into a cloud of volcanic dust over Indonesia. The engineer was able to restart the engines, enabling the plane carrying some 250 passengers and crew to land safely. The award, at left, an original sculpture by Washington artist Greg Braun, is named for the late Frank Durkin, a former FEIA vice president and chairman of the British Merchant Navy & Airline Officers Association.

Striking Carpenters gain interim pacts for 10,000

Los Angeles—The Carpenters signed interim agreements with a group of Southern California construction contractors covering 10,000 of the nearly 35,000 craftsmen who struck July 7 after negotiations got snagged over a management take-away demand.

Members of local unions in the Los Angeles District Council of Carpenters struck after the unions unanimously rejected a management proposal to scrap a contract clause requiring general contractors to use only union subcontractors.

As the strike entered its second week, however, the union worked out interim agreements with a number of general contractors, enabling about 10,000 craftsmen to return to work. The employers who signed have pledged to accept whatever contract terms are agreed to by the union and the employer associations involved in the bargaining, the union said.

Strong support

Paul Miller, chief negotiator for the Carpenters, said the strike has the strong support of other building trades crafts that could be directly affected by a change in the subcontractor clause.

Members of Plumbers Local 545 have walked off a number of jobs in support of the strike, the local's business manager, Jim Naumann, reported.

A key issue is an existing clause in the Carpenters' agreement that requires general contractors to make use of union workers in five "basic" building trades—represented by the Carpenters, Laborers, Operating Engineers, Cement Masons and the unaffiliated Teamsters—and also to hire subcontractors that have agreements with union trades such as electricians, painters, plumbers, plasterers and others.

The employers are demanding to narrow the clause to cover only the five "basic" trades.

Miller, who is also secretary of the Carpenters district council, said "if management of unionized contractors can start hiring nonunion workers to work alongside of our union carpenters, in time all of our contracts and even our own unions can be destroyed."

He stressed that "from the start the subcontracting clause has been the only issue in the dispute. Money is not involved at all."

In a separate action where the union subcontractor clause is also the major issue, some 2,000 Northern California Carpenters have been on strike for six weeks against 15 residential builders and developers.

Jim Green, executive officer of the Bay counties District Council of Carpenters, said the contractors are also seeking drastic cuts in benefits, including an end to employer contributions to health, welfare and pension plans.

The council's attorney, Victor Van Bourg, pointed out that the builders' demand is "ironic" since most of the developers are owned by major insurance companies who make a lot of money from employee benefit coverage they sell.

Green said the union is obtaining information from labor organizations about investments they hold in the insurance parent companies.

CONVENTIONS

The Union Label & Service Trades Dept. convention in Hollywood, Fla., has been rescheduled for Sept. 28-29. It was previously slated for Sept. 29-30.

The site of the Roofers convention, which opens Oct. 16, has been shifted to Los Angeles from Phoenix.

Equitable balance sought

U.S.-Japan relations keyed to healthy trade

A more equitable trade balance between the United States and Japan is essential to healthy economic relations between the two nations, the AFL-CIO told members of a presidential commission.

Labor's special concern is the serious weakening of America's industrial base and the permanent destruction of jobs, Assistant Research Director Arnold Cantor stressed.

His testimony, to U.S. members of the Japan-U.S. Advisory Commission, said voluntary restraints on Japanese exports have proved ineffective. Last year, the trade deficit with Japan was $19 billion. To compound the imbalance, Cantor noted, most imports from Japan were in labor-intensive manufactured goods while a large share of American exports were in raw materials.

Seven-member panel

The commission is made up of seven Americans from the private sector appointed by President Reagan and a counterpart group named by Japanese Prime Minister Yasuhiro Nakasone. The U.S. panel is headed by David Packard, chairman of Hewlett-Packard Corp. and former deputy Secretary of Defense. AFL-CIO Vice President Douglas A. Fraser, president-emeritus of the Auto Workers, is one of the members.

"All our trading partners manage their trade and investment flows to achieve maximum national advantage," Cantor noted, while the United States clings alone to a "free market" theory.

He cited Japanese government subsidies, tax incentives and strong import protection during the buildup of Japanese industries, leading to deep penetration of the U.S. market.

As for attempts by the United States to get Japan to open up its domestic market to U.S. goods, Cantor noted that a telecommunications agreement resulted in a modest rise in Japanese purchases of U.S. equipment from $16.5 million in 1980 to $48 million in 1972. But during that same period, Japanese exports of telecommunications equipment to the United States doubled from $400 million to almost $800 million.

In this "clearly one-sided agreement," Cantor testified, "the U.S. has opened its market and Japanese behavior remains unchanged."

Japan is not alone in such policies, Cantor said, and "we cannot expect the Japanese to save us from our own folly."

He stressed the AFL-CIO's strong support for domestic content legislation for autos, and for a rising share of waterborne cargoes to be carried on American-flag ships.

"United States trade law should be strengthened," he urged, "so that the impact of imports upon an industry and its workers can be evaluated accurately and quickly and specific remedies put in place."

Cooperation stressed

At the same time, Cantor said, labor, business and government should work together to "identify and target industrial sectors and regions where increased investment levels are needed."

Such measures, he suggested, will bring about a healthier economic relationship between the United States and Japan. "The size of our respective economies and our common commitment to democratic values demand nothing less," Cantor stressed.

Union, environment leaders assail job blackmail tactics

Aspen, Colo.—A leadership conference for labor, environmental and health care organizations pledged a unified effort in 1984 to elect candidates who will be responsive to the nation's human and environmental needs.

The 115 participants of the OSHA/Environmental Network reviewed air, water, land and occupational health issues, and called for strengthening clean air and water laws and passage of new legislation to compensate victims of toxic chemicals.

In a keynote speech to the representatives of the network's 21 organizations, Machinists President William W. Winpisinger charged the Reagan Administration and corporations with using threats of lost jobs as "blackmail to manipulate public opinion and scare workers on everything from military spending, civil rights, tax reform, urban development, public health and environment protection to safety and health regulations in the workplaces."

"We've had enough of job blackmail. We're going to clean up America, rebuild America and reclaim America for ordinary, working class Americans," he said.

Winpisinger cited cases where environmental regulations were enforced over company threats of layoffs and price increases for goods, yet none of the predicted disruptions took place. He charged that some companies have used environmental standards as "scapegoats" for plant closings "clearly due to other causes."

Independent studies of the impact of environmental regulation enforcement show "job loss has been miniscule and job creation considerable," he said.

Officers named

Former Sen. Gaylord Nelson, president of the Wilderness Society, was elected chairman of the network's executive committee. Also elected to the committee were Oil, Chemical & Atomic Workers President Robert F. Goss, Auto Workers President Owen Bieber and National Clean Air Coalition Coordinator Betsy Agle.

National coordinators of the network are President Howard D. Samuel of the AFL-CIO Industrial Union Dept. and Executive Director Michael McCloskey of the Sierra Club. They also serve on the executive committee with President Dominick D'Ambrosio of the Allied Industrial Workers, Sec.-Treas. William Lucy of the State, County & Municipal Employees, President Lloyd McBride of the Steelworkers, Sec.-Treas. Jack Sheinkman of the Clothing & Textile Workers, Frances DuMelle of the American Lung Association. Brock Evans of the Audubon Society, Rafe Pomerance of the Friends of the Earth, and Dr. Anthony Robbins of the American Public Health Association.

Hi-tech conference

Tennessee State AFL-CIO joined with the Tennessee Learning Center for a two-day conference on the impact of high-technology on workers and the economy. Among the speakers were, from left, former Sec. of Labor Ray Marshall; Steelworkers District Director Bruce Thrasher; State AFL-CIO President James G. Neeley, and Tennessee Learning Center Director Doug Davis.

EDITORIALS

The Summer of '25 Again

NOSTALGIA HAS its place, as those of us who cherish happy memories of the Brooklyn Dodgers playing the New York Giants can attest. But its place is not to shape public policy on the basis of rosier-than-life memories.

President Reagan's favorite bit of nostalgia appears to be that happy summer of 1925 when, at the age of 14, he worked on a construction job, shingling roofs and laying floors.

Last February, he recalled that he got his pay in cash with no burdensome nonsense about a minimum wage.

Wouldn't it be wonderful, he suggested at the time, if there were no minimum wage. That would be "the right thing to do," Mr. Reagan said. But as a realist, he knew Congress wouldn't go that far, so he was willing to take "half-a-loaf" in the form of a subminimum youth wage from May through September.

Fortunately, Congress balked at that also. But the President keeps remembering that happy summer of '25, and he was reminded of it just the other day at a ceremony in the White House involving summer job programs.

Today, Mr. Reagan mourned, a 14-year-old can't be hired for the type of construction work that he did.

"I regret that a lot of rules and regulations have changed some things since then," the President said. But "maybe we can keep on going till we change some of those back again."

THAT WOULD take a lot of going back. It was 45 years ago that President Franklin D. Roosevelt sent a message to Congress urging "a floor under wages, a ceiling over hours, and a break for children."

Congress responded with the Fair Labor Standards Act. In addition to its wage-hour provisions, it authorized the Dept. of Labor to regulate the type of work that children of various ages may perform for an employer and to deal with the evils of industrial homework—the sweatshops in the home that were the shame of America when Mr. Reagan was coming of age.

The President is quite correct, of course, that construction companies cannot hire 14-year-olds to repair roofs. And he is quite wrong, of course, that this is unfortunate.

Last year, about this time, the Secretary of Labor anticipated some of the President's concerns and proposed weakening child labor regulations. A storm of public protest, reinforcing the trade union movement's outrage, caused the Administration to back off on that issue, at least temporarily.

It wouldn't be fair, however, to blame all the Administration's moves to roll back the clock on President Reagan's nostalgic memories.

There was, for example, the Labor Dept.'s equally blatant attempt to ease the long-standing ban on industrial homework. The department apparently thought that up all by itself, since Mr. Reagan has not told us of any happy childhood memories of sitting around a dimly lighted kitchen table while the entire family worked assembling costume jewelry or finishing garments.

THERE IS some satisfaction that the most outrageous of the proposals to demolish the Fair Labor Standards Act have been thwarted. But that does not mean the law's achievements are safe.

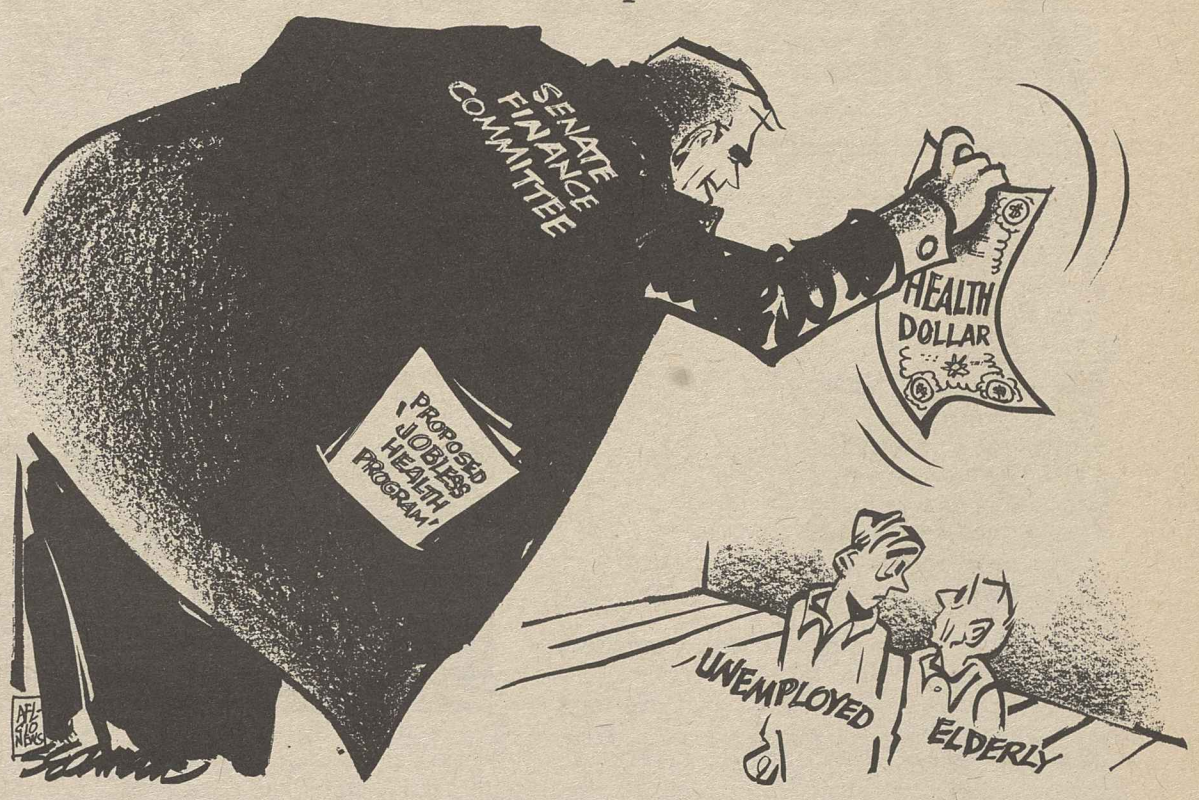
The fact is that the minimum wage has been so eroded by inflation that it no longer assures the decent standard of living that the Fair Labor Standards Act intended.

It is, of course, the working poor—those earning at or near the minimum wage—who have been most hurt by the Reagan Administration's cutbacks in social services and health care.

Congress has shown that it is not prepared to let the clock be turned back on generations of social progress through overt action. But it is equally important to guard against erosion of progress through inaction.

President Reagan's memories to the contrary, the "good old days" weren't that great for much of America.

'Jump!'



Washington Window

TVA offers basic lessons for new industrial policy

By Press Associates, Inc.

One of the most hopeful developments to emerge from the Reagan Recession is the debate over the need for a new industrial policy.

The issue has been embraced by presidential candidates and can be expected to become part of the 1984 campaign. Bills taking a variety of approaches to a national industrial policy are proliferating on Capitol Hill.

It is to be hoped that this public debate will leave in the dustbin of history such durable myths as President Reagan's "magic of the marketplace" and the infallibility of business decision-making.

What is needed is a renewed recognition of the constructive role played by government in laying the basis for growth throughout the nation's history. Free public education, canals and roads, land-grant colleges, rural electrification and agricultural productivity all are tributes to enlightened government.

Vision needed

One of the outstanding achievements in recent history is the Tennessee Valley Authority, which recently celebrated its 50th anniversary almost unnoticed.

It is worth taking another look at TVA because a new industrial policy may require the same vision and struggle to overcome the opposition of conservatives.

Since the turn of the century, a site at Muscle Shoals, Ala., had been attractive for producing power because of the Tennessee River's sharp drop there. Theodore Roosevelt in 1903 vetoed a bill to turn it over to private interests.

In World War I, President Wilson picked Muscle Shoals as the site to produce nitrates for explosives and Wilson Dam was built to supply power.

During the 1920s, private exploitation of the site was blocked by Sen. George Norris, a progressive Republican from Nebraska, and pioneering conservationist Clifford Pinchot.

Norris, who never forgot the poverty of his youth on an Ohio farm without electricity, pushed the case for public power. Norris's bills passed Congress twice, but they were vetoed by Coolidge and Hoover. Government operations at Muscle Shoals, said Hoover, would be "the negation of the ideals upon which our civilization has been based."

Conditions worse

As the nation plunged into the Great Depression, conditions in the Tennessee Valley were worse than elsewhere. The annual per capita income was $168. Literacy levels were low, malnutrition was widespread and many people had malaria. Only three farms in 100 had electricity.

With the election of Franklin D. Roosevelt in 1932, the ideas of Norris and Pinchot moved closer to reality.

FDR saw great potential in the multi-purpose development of the Tennessee Basin, affecting a seven-state area. He proposed that Congress create "a corporation clothed with the power of government, but possessed of the flexibility and initiative of a private enterprise."

TVA provided the basis for growth and prosperity in the region. Not just industry and jobs, but clinics and schools and libraries and decent housing and productive farms spread through the region. And TVA made an important contribution in World War II, providing the power to manufacture aluminum and other materials.

TVA should be an inspiration in the debate over an emerging national industrial policy. In a world that will remain dangerous for generations to come, it should be clear that America needs a balanced economy with a strong industrial base and a well-educated, well-trained workforce.

AFL-CIO news

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Vol. 28, No. 29 SATURDAY, JULY 23, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
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MEMO FROM COPE

In the first two years of the Reagan Administration, $62.5 billion was slashed in outlays for fiscal 1982-85 from 21 key people-helping programs, among them, in percentages, the following:

Program	% Cut
Employment and Training	36
Work Incentive	33
Compensatory Education	17
Child Welfare Services	15
Aid to Families with Dependent Children and Child Support Enforcement	13
Child Nutrition	29

Meanwhile, as various programs that help people in need are slashed, welfare for the corporations is increased. Following is what some Reagan giveaways to business and industry will cost the Federal Treasury in Fiscal 1984.

Tax Giveaway	Loss to Treasury—Windfall for Corporations
Investment credit	$23 billion
Accelerated depreciation	$16 billion
Oil write-offs (exploration)	$4.74 billion
TOTAL	$43.74 billion

Three corporate welfare programs alone add up to almost a $44 billion windfall for business, enough to pay for more than two-thirds of the cuts made in people-aiding programs cited above.

"I'm doing things that I think are fair to all the people."

—President Reagan 6/28/83

(Quote also cited in COPE Memo 7/9/83, re-run for those who didn't believe it the first time.)

Another Report On the Reign of Ronald the Fair

* * * *

More on fairness. Comes the news that the activity in tax shelters—that is income protected against taxation—is booming under Reagan.

One tax expert claims Americans will tuck away $12 billion in shelters this year, up 50 percent from 1982. Only the rich, and a relative few in the upper-middle-income range can play the game. So, in effect, the sheltered money is coming out of the hides of workers and needy persons whose aid programs have been slashed by the fair-minded Reagan Administration.

This is the same fair-minded administration that promised its tax cuts for the rich would reduce the use of shelters. You'll recall Reagan's tax giveaways included cutting the maximum income rate to 50 percent from 70 and the capital gains rate from 28 percent to 20.

Here's how a shelter works, as described in a July 19 *New York Times* article:

A typical shelter works this way: An investment adviser gathers together a group, say, of 20 doctors to buy a small office building for $1 million. Each puts up $10,000; the $800,000 balance is borrowed. The property, excluding the $100,000 value of the land, is depreciated over 15 years, thereby generating an annual $60,000 deduction, or $3,000 for each doctor.

At the end of the 15 years, the building is sold, perhaps for $1.5 million. The doctors then get their investment back, the $800,000 mortgage (assuming there has been no amortization) is paid off and the remaining $500,000 split evenly between the doctors and the investment adviser, or general partner, who put the deal together. The doctors thus each get $45,000 worth of deductions for their $10,000 investment, plus a $12,500 share of the profit.

New 'Super-Righty' Plans Organization In All 435 Districts

Move over—here comes "Super-Righty."

A new rightist group has plans to promote the agenda of the ultra-conservatives in every one of the country's 435 congressional districts. The objective: Pressure on House members from each district to support right-wing legislative issues.

The grand scheme, according to one spokesperson, is "to bring the new right, the old right, the religious right and the foreign policy right together."

The group, "Citizens for America," reportedly has the blessing of President Reagan and some of his top staff, though it claims it will not function as an extension of a Reagan re-election campaign. Instead, it aims to become a permanent coalition of ultra-conservatives.

Heading up the group will be Lewis Lehrman, an ultra-rich Republican who was hardly known publicly but, by spending $12 million of his own money as the GOP gubernatorial nominee in New York in 1982, came within a whisker of winning. For $12 million you can get very well known very quickly.

The organization has seed money of $1 million with which it plans to put on paid Washington staff and eight regional directors. Considering that one of its angels is union-busting brewer Joe Coors—a big contributor to right wing causes—and that Lehrman is heading it up, the $1 million is only for openers. It will suffer no shortage of funds.

More potent perhaps than any fresh money it can bring into right-wing campaigns is the district-by-district organization it envisions. Should it succeed even in only a modest way, it would be the first of the broad-agenda ultra-conservative political groups to establish permanent structure in a large number of jurisdictions. Conservative Caucus among the current major right-wing groups has tried to organize in this manner, but it hasn't taken root.

Voting Hazards

Talk about political repression—in Great Britain they won't even let voters eat their ballots.

One citizen in the recent British election got thrown in the pokey for it. He apparently had marked his ballot for the wrong candidate. Rather than surrender the ballot, he tried to chew and swallow it.

Bobbies on the scene quickly got him to cough up. British law prohibits destruction of ballots.

Odds 'n Ends

NOTHING SO CERTAIN as death, taxes, and Democrats enjoying a little old family fight. This one's over who gets to go first in the delegate selection process. New Hampshire, accustomed to having the stage to itself with the traditionally first binding presidential primary, is miffed at Vermont Democrats who've scheduled a "beauty contest" among candidates on March 6, the same day New Hampshire votes. So New Hampshire sought—and says it got—firm promises from the six candidates for nomination that they'd not campaign in Vermont. Angry Vermont Democrats respond with a threat to send their 17-member delegation to the convention next summer unpledged. Meanwhile, to avoid same-day action March 6, New Hampshire threatens to move primary back a week to February 28, a no-no to the national party.

THERE'S MORE, because if New Hampshire does move primary back, then Iowa Democrats say they'll get into the act. Iowa was granted a waiver to hold its caucuses early by the DNC, and it claims its own state law requires the caucuses be held eight days before the New Hampshire primary, making February 20 the caucus date if New Hampshire goes for February 28.

BUT THAT'S NOT ALL, or it almost wasn't all until California Democrats backed off from scheduling a December primary. Here's what happened. GOP Gov. George Deukmejian called a special election for December 13 on a Republican-devised state legislative reapportionment and congressional redistricting plan that apparently would wipe out Democratic majorities in the state legislature and threaten their majority in the congressional delegation. To assure a large turnout of supporters and beat back the plan, state Democrats originally planned to respond by holding their presidential primary simultaneously. If they had, then New Hampshire and Iowa—still bent on being the first primary and first caucus respectively—would have moved their events up to early December. At last report, California Democrats spared them the need, agreeing to hold their primary at a later date.

THEN THERE'S FUSSING among Democrats over the presidential preference straw polls among candidates for the nomination taking place in one state after another. They're non-binding, of course, and virtually meaningless. Yet, some of the candidates and their backers pump money and effort into them to make a good showing. How pointless are they, really? Well, one in Alabama polled 124 Young Democrats, and the national media treated it like a main event.

INFLATION STILL RAMPANT in medical costs. They rose last year by 12.5 percent to $322 billion. That's 10.5 percent of the gross national product. That means one of every 10 dollars spent throughout the economy is health-related.

PERSONAL PACS of individual politicians grow in number. New York Times carries story of Kemp Associates, political committee of Rep. Jack Kemp (R-N.Y.), which expects to have $450,000 to dole out to candidates in the present 1983-84 election cycle. That's more than most corporate, trade or labor PACs contribute. Kemp's not alone, however. There's Sen. Jesse Helms and his $10-million-a-year National Congressional Club. In addition are some members of Congress who had left-over campaign funds and converted them into fund-giving PACs.

HERE'S A PUZZLER turned up by University of Michigan Institute for Social Research. Its poll finds that for first time in nearly 20 years Americans show increasing confidence that government will do what's right "just about always" or "most of the time." Even though figure is only 33 percent, it beats the 25 percent of two years ago. Puzzler is that the increase should come after two years of President Reagan carrying on about how you can't trust government, the government's too big and, anyway, government "is the problem, not the solution."

This Is Middle?

Of the 84 million households in America, 22.5 percent have annual incomes less than $10,000, 47.3 percent less than $20,000, 82.5 percent less than $40,000. Just 16.3 percent are in the $40-$80,000 income range and 1.2 percent above $80,000.

Yet, President Reagan now defines families earning $50,000 as "the middle income and lower income brackets." And his heart goes out to them.

In defending his stand against the $700 cap on his third-stage tax cut, Reagan said "when they start telling you we can do something for everybody below $50,000, but not above, you're talking about clobbering an awful lot of people that are up there in the middle income and lower income brackets."

He got a big ovation for this stalwart defense of the downtrodden well-to-do. And why not? His audience was the crowd at the $500-to-$1,000-a-plate fund-raising dinner for Sen. Jesse Helms.

AFL-CIO news

VOL. 28, NO. 30
SATURDAY
JULY 30, 1983

Gas decontrol bill cleared by Senate panel

The Senate Energy Committee, split down the middle over decontrol of natural gas prices, agreed to let an Administration-supported bill come to the Senate floor but refused to recommend its passage.

Labor and consumer groups have warned that rapid decontrol will push up the already high utility bills of households that use natural gas for heating or cooking in order to give additional profits to the oil companies that own most of the nation's natural gas reserves.

A Dept. of Energy study, which the Administration wants to disavow, indicated that major oil companies would reap a multibillion-dollar windfall from the lifting of price ceilings on "old" gas, from wells that were brought in before 1977 and have long since repaid development costs.

With Sen. Howard M. Metzenbaum (D-Ohio) prepared to lead a filibuster if needed to stop passage of a consumer-gouging bill, the Senate's Republican leadership has held off on setting a date for the legislation to come before the Senate. The lineup is not strictly along party lines since some oil-state Democrats support decontrol and some moderate Republicans oppose the measure.

No recommendation

The Senate Energy Committee began its "markup" of natural gas legislation on Apr. 19 and failed in repeated efforts to shape a majority consensus. Finally, on July 26, Republicans Mark O. Hatfield (Ore.) and Lowell P. Weicker (Conn.) agreed to be part of a majority to report out the bill without a committee recommendation that it be passed. That motion carried by an 11-9 vote, with eight Republicans and three Democrats making up the majority.

Meanwhile, a House Commerce subcommittee remains bogged down in its attempt to deal with a companion bill. The subcommittee began its markup effort on May 25. Any action it takes would require approval by the full committee.

Under the 1978 Natural Gas Policy Act, the price of gas from wells put into operation after April 1977 is being decontrolled under a timetable that will end price ceilings on Jan. 1, 1985. But it would keep ceilings on "old gas" indefinitely.

Despite controls, gas prices rose an average of 21 percent last winter and are expected to go up another 16 percent this winter under existing law.

The Senate committee bill would speed the decontrol timetable and lift all restrictions on pricing of old gas within three years. Old gas accounts for more than 40 percent of the nation's supply and sells for a fraction of the price of new gas.

LEGISLATIVE ALERT!

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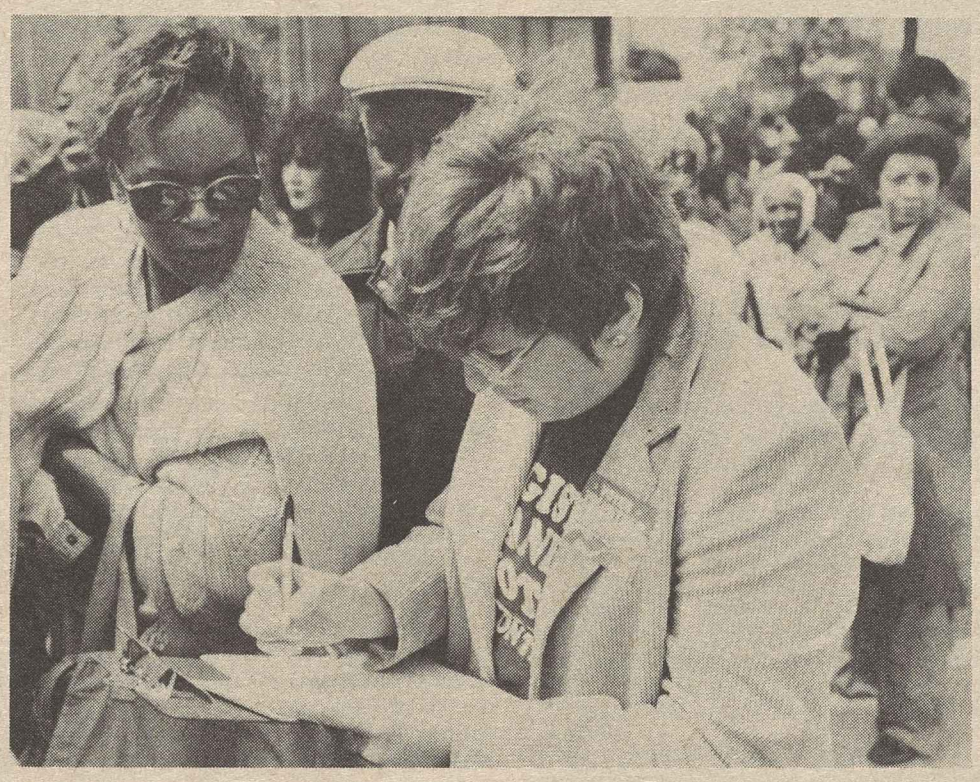
Polish workers backed in stand for full rights



Recruiting voters for '84

At a Detroit surplus cheese distribution center, Jan Heller of Michigan Frontlash helps register voters in a project jointly developed by the AFL-CIO and the NAACP. Heller's efforts are included in a voter registration segment of the "America Works" television series, produced by the federation's Labor Institute of Public Affairs. Stations in 36 major cities are carrying the programs.

Kirkland bids U.S. continue its sanctions

By Susan Dunlop

The lifting of martial law in Poland is "a sham" that does nothing to restore the rights of Polish workers and should not be used as an excuse for ending economic sanctions, AFL-CIO President Lane Kirkland declared.

Commenting on the Polish government's announcement that 19 months of military rule had officially ended, Kirkland stressed that the return to civilian government in Poland does not include restoration of rights won for working people by the free trade union, Solidarnosc, in the August 1980 Gdansk agreements. He pointed out that a "so-called amnesty" to be extended to some political prisoners will not apply to key leaders of Solidarnosc.

"The AFL-CIO reiterates its support for Solidarnosc's demands that the Polish government release all political prisoners, recommit itself to abide by the Gdansk agreement and restore trade union rights," Kirkland said.

The economic sanctions imposed by President Reagan against Poland should not be ended until those conditions are met, Kirkland asserted.

Any "retreat" from those conditions, he said, "would trivialize and demean the sacrifice and courage of the Polish freedom fighters" and would be "a slap in the face to Lech Walesa and his brave brothers and sisters in Solidarnosc."

Debt financing

The AFL-CIO also continues to oppose rescheduling of Poland's debts by banks in Western nations, Kirkland said.

Martial law was imposed in December 1981 by Gen. Wojciech Jaruzelski when the regime declared "a state of war," outlawed Solidarnosc and rescinded trade union rights and other lessening of restrictions on all Poles won largely by the union. Many Solidarnosc leaders and members were arrested, but the union continues to function underground.

Accompanying the announcement lifting

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Pacific shipyard strikes fight 'takeaway' demand

San Francisco — Takeaway demands pressed by employers forced nearly 10,000 workers to walk off their jobs at nine major shipyards from California to Washington State.

The workers, represented by the 11-union Pacific Coast District Metal Trades Council, struck July 26 after talks broke off with the Pacific Coast Shipbuilders Association, the management bargaining group.

Negotiations came to a halt when the shipyards refused to improve on a proposal that had already been turned down by a vote of 6,535 to 54, according to the council's executive secretary, Clarence Briggs.

He called the management stance "a deliberate program of forcing a strike."

A three-year contract with the shipyards expired at the end of June; talks got under way in May. The nine yards build and repair both military and private sector ships.

Employer 'wish' list

Briggs said the employer demands included an immediate, across-the-board 10-percent wage cut and a three-year freeze on all wages.

Most workers in the yards are classified as journeyman and earn a basic hourly rate of $13.50. The owners want to establish five classifications below journeyman at correspondingly lower wage rates, Briggs said.

They also demanded a 50-percent cut in the cost-of-living adjustment formula, from 1 cent for each .4 increase in the consumer price index to 1 cent for each .8 increase, along with the imposition of a COLA cap and a change in the pay adjustment schedule from quarterly to annually.

Briggs said the employers offered to increase their contribution to the council's health and welfare program by only 10 cents an hour although an actuarial study shows that an increase of 40 cents is needed to maintain benefits at current levels. Management's alternative would call for slashing benefits for retirees and imposing as much as a $400 deductible on the health program, he pointed out.

Talks are not expected to resume with

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UAW denounces Chrysler for refusal to restore pay

Detroit—Auto Workers President Owen F. Bieber said union negotiators seeking a new wage package with the revitalized Chrysler Corp. were "deeply disappointed and dismayed" when three days of talks broke off without a settlement.

The negotiations came on the heels of Chrysler's reporting the largest quarterly profits in its history and company Chairman Lee A. Iacocca's announcement that the auto maker would repay early money it had borrowed with federal loan guarantees to keep from going bankrupt in 1980.

Although the current contract runs until January, the UAW told Chrysler it wanted to bargain over wages, stressing that "workers should share in Chrysler's renewed prosperity."

The UAW sought an immediate wage increase of $1 an hour and parity with workers at Ford Motor Co. and General Motors Corp. by the end of the contract.

"It appears that everybody has the right to share in the wealth of this rejuvenated company except those people who gave the most," Bieber said, referring to the $1.2 billion in contract concessions Chrysler workers made during the company's low ebb to help keep it afloat.

Bieber led the three days of negotiations with UAW Vice President Marc Stepp, director of the union's Chrysler department. The talks broke off minutes before the union's July 27 deadline to enable its negotiating team to meet with the 170-

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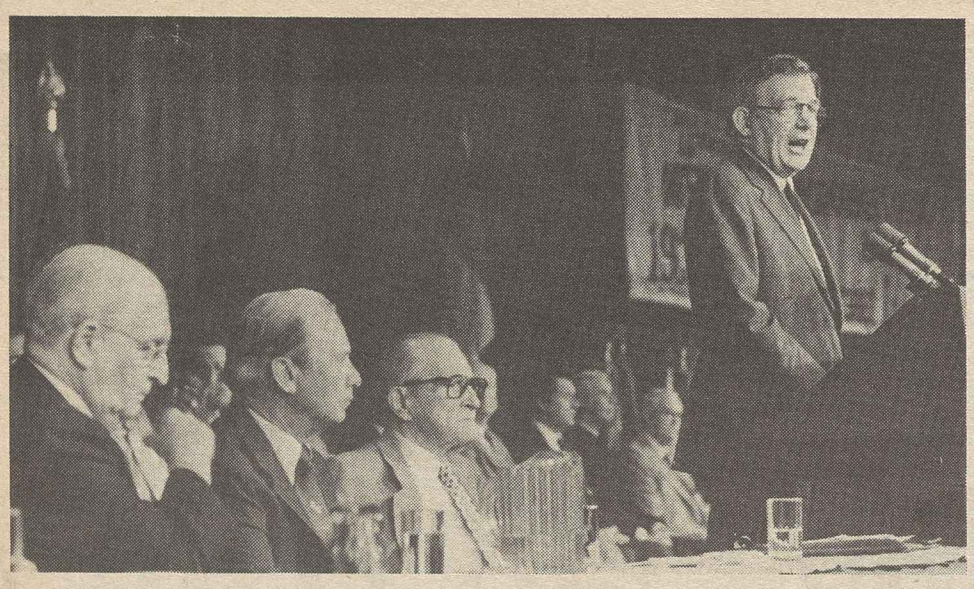
The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

7/30/83



Jobless bypassed

AFL-CIO President Lane Kirkland tells delegates to the Longshoremen's convention in Hollywood, Fla., millions of unemployed workers are not beneficiaries of an economic recovery the Reagan Administration is ballyhooing. From left are ILA Sec.-Treas. Walter L. Sullivan, Executive Vice President John Bowers and President Thomas W. Gleason.

North Carolina slavery law hits farm labor contractors

Raleigh, N.C.—Farm labor contractors who trap migrant workers into perpetual debt and then pocket their wages will be subject to criminal prosecutions under North Carolina's "anti-slavery" law.

The labor-backed legislation makes it a felony offense, subject to five years in prison, to keep a worker in involuntary servitude.

Until now, state law has been silent on the tactics that some crew leaders have used to keep groups of migrant workers in virtual bondage. The only successful prosecutions have been by the U.S. Dept. of Justice under federal laws dealing with peonage and "carriage," or kidnapping.

Court testimony documents some of the abuses. A jobless worker might be picked up in the streets of an eastern city, promised work and plied with liquor. When the "recruit" finds himself in North Carolina, he is told that he owes an exorbitant sum to the crew leader for transportation but will be able to work it off.

In fact, he is confined to a guarded migrant camp, with heavy deductions for food and lodgings. Overpriced cigarettes and liquor are sold illegally in the camp to keep the worker continually in debt.

The Workers Defense League, a leader in the campaign for state legislation, estimates that some 10,000 farm workers are in "debt peonage" on the East Coast alone. State AFL-CIO President E. A. Britt said "farm workers in North Carolina have been mistreated for too long, and it's time that something be done to protect their rights."

The A. Philip Randolph Institute, NAACP and religious organizations were among the groups pushing the legislature to act.

The Farm Bureau bitterly fought the first version of the bill, which was introduced by State Rep. G. Malcolm Fulcher, Jr., because it applied also to farmers who "knowingly and willfully" dealt with crew leaders who kept their workers in peonage. But near-unanimous passage of the bill was achieved just before adjournment when supporters agreed to limit the felony offense to crew leaders who are considered the direct employers of the migrants. However, it was made a misdemeanor offense for anyone with knowledge of involuntary servitude to fail to report it to authorities.

Solidarity Day III events scheduled for 141 cities

The list of cities where Solidarity Day III events have been scheduled on Labor Day has grown to 141, National Coordinator Charles McDonald reported.

Additions to previously announced listings are Birmingham, Ala.; Carbondale, Ill.; East Chicago, Ind.; Flint, Mich.; Willmar, Minn.; Great Falls, Mont.; Rochester, N.Y.; Toledo, Ohio, and Beaver, Pa.

And the participation schedule by AFL-CIO officers will stretch Sec.-Treas. Thomas R. Donahue's Solidarity Day from a morning rally in Little Rock, Ark., to Austin, Tex., for that city's march, rally and picnic, and on to end the day with Wichita, Kan., union members and their families at a picnic and rally.

Enforcing 50-mile rule

ILA convention acts on job, policy issues

Hollywood, Fla.—The bread-and-butter concerns of a reopened master contract mingled with national and world issues on an agenda considered by delegates to the Longshoremen's convention.

ILA President Thomas W. Gleason, elected by acclamation to a sixth four-year term, said the union will insist that shipping associations live up to the "50-mile rule" in the contract, which preserves for the union's membership the right to load or unload all container cargo within 50 miles of a port. A recent National Labor Relations Board decision essentially upheld the existing contract provision but a federal judge's ruling left areas of uncertainty that the ILA wants cleared up in a reopened contract.

"We want to see management live up to the current contract and enforce the 50-mile container rule," Gleason told the 600 delegates.

The union reiterated its support for a strengthened U.S. merchant marine to compete with foreign-flag fleets and serve as an arm of the nation's national defense.

Another resolution called for strong support of ILA-COPE, the union's political action committee that was formed at a special convention in 1982 to campaign for candidates for political and party office who support the union's goals.

Election results

In other elections, Walter L. Sullivan was elected to his first full term as the union's secretary-treasurer. Sullivan was named in February to fill out the term of former Sec.-Treas. Harry R. Hasselgren who retired earlier this year.

Delegates re-elected John Bowers executive vice president, Donald Carson general organizer and Alexander Talmadge assistant general organizer.

In an address to the delegates, AFL-CIO President Lane Kirkland charged that the Reagan Administration's claim that an economic recovery is underway may apply to "bank and stock brokerages," but the Administration also admits "that under its game plan unemployment will remain above 9 percent right through 1984 and decline only slowly for years thereafter."

There is no recovery in sight for the 12 million men and women who are now searching for jobs that do not exist, Kirkland said.

Instead, "the destruction of jobs and the withdrawal of government concern for the welfare of workers, the young, the old, the sick and the helpless" is the result of Administration policies, Kirkland charged.

Labor's most urgent task, Kirkland said, "is to strengthen our movement in every way we can—through organizing, collective bargaining, and especially through legislative and political action."

He stressed that the trade union movement "remains the most effective, organized force in defense of democratic ideals and the goal of social and economic justice in America."

President Reagan in coming to the convention used the occasion to announce the formation of a bipartisan national commission to study political, economic and security problems in Central America.

Kirkland was later asked to serve on the commission which is chaired by former Sec. of State Henry Kissinger.

In other resolutions, delegates called for abolition of the waterfront commission of the port of New York and New Jersey which the union said exercises unnecessary interference in collective bargaining and other trade union rights; improved safety conditions on the docks, particularly in cargo containers they must handle, and designation of the birthday of Dr. Martin Luther King, Jr., as a national holiday.

Among the speakers at the four-day meeting were Representatives Mario Biaggi (D-N.Y.), Jack Kemp (R-N.Y.), Mickey Leland (D-Tex.) and Claude Pepper (D-Fla.) as well as Transportation Sec. Elizabeth Dole, Labor Sec. Raymond J. Donovan, Retail, Wholesale & Dept. Store Union President Alvin Heaps and President Robert J. Lowen of the Masters, Mates & Pilots.

Foundation maps research agenda on job diseases

Creation of the Foundation for Occupational Diseases Research, the first voluntary agency devoted entirely to the health problems of workers and their families, was announced by President Howard D. Samuel of the AFL-CIO Industrial Union Dept.

Samuel, who is president of the new foundation, said it was formed "to mobilize the efforts and focus the attention of research scientists on occupational diseases." Created as an independent, nonprofit organization, its board is made up of distinguished physicians, scientists and other community leaders.

"This era of deep budget cuts in government coupled with economic depression in the private sector makes it painfully clear that it is up to workers and their organizations to push for needed research efforts and to show scientists the opportunities for research that can benefit workers and their families," Samuel said. He added that the foundation will encourage other programs in the public and voluntary sectors "to do their fair share."

Initial project

The first project of the foundation will be a major scientific meeting in Washington, D.C., on "Chronic Disease in the Workplace and the Environment." The meeting, cosponsored by the American Cancer Society, is scheduled for next Oct. 31 and Nov. 1.

The objective of the meeting is to bring together leading specialists in chronic disease and their counterparts in occupational and environmental medicine to chart a research agenda.

Representing labor on the foundation's board, besides Samuel, is IUD Sec.-Treas. Elmer Chatak. Other members are William E. Bailey, senior vice president, Commercial Union Insurance Companies; Willard Gaylin, M.D., president, the Hastings Center; Eleanor Holmes Norton, professor of law, Georgetown University Law Center; Frederick C. Robbins, M.D., president, Institute of Medicine; Warren J. Smith, Ohio director of transportation; Augustus Speth, president, World Resources Institute, and the Rev. Howard E. Spragg, executive vice president, United Church Board for Homeland Ministries.

Unions to join 'March on Washington'

The Aug. 27 March on Washington for Jobs, Peace and Freedom has the support of the AFL-CIO, its affiliates and local unions, as plans are being made for tens of thousands of union members to join in the commemoration of the 20th anniversary of the 1963 March on Washington.

Federation President Lane Kirkland, in a letter to all affiliates, encouraged strong union participation in the march "as evidence of labor's continued commitment to the struggle for civil rights and economic justice in our country."

It was at the 1963 march that Dr. Martin Luther King, Jr., the late civil rights leader, delivered his famed "I have a Dream" speech to 250,000 persons.

Theme of the day

This year's theme, "We Still Have a Dream," will unite a coalition of people from labor, civil rights, youth, women, church and community organizations.

The Executive Council, in endorsing the march at its February 1983 meeting, said, "The AFL-CIO remains committed to working with civil rights, women's rights, religious and other movements to advance and defend the great goals of the 1963 march in the pursuit of social justice."

Formal endorsements of the march have come from 28 international unions which also have made contributions in funds and services.

Funding support

Although the labor movement's main priority is the "nationwide program for Solidarity Day III on Labor Day, the AFL-CIO and a number of its affiliates are supporting the Aug. 27 march with funds as well as 'in kind' contributions," Kirkland noted in his letter.

Mobilization by unions has generally been keyed to the area within a 500-mile radius of Washington, although participation is expected also from groups in the central and western states.

The Machinists, anticipating a turnout of 8,000 members, are encouraging locals to join with other groups in forming bus caravans to Washington. The State, County & Municipal Employees have a task force of seven vice presidents handling logistics to bring in 100 busloads of members from the East Coast states. The Communications Workers are planning on the participation of 5,000 members from a five-state area.

Teresa Rankin of the Industrial Union Dept. is the labor coordinator for the march.

Nationally, over 600 organizations have endorsed the march, which will again end at the steps of the Lincoln Memorial. March organizers expect participants from more than 300 cities.

Legislative results

It was the 1963 March on Washington that demonstrated a national demand for equal rights and opportunity. Congress responded with the Civil Rights Act of 1964, the Votings Rights Act of 1965 and the Fair Housing Act of 1968.

At the time of the march, Dr. King expressed concern that unemployment among blacks was 7 percent, calling this a national tragedy. Twenty years later, black unemployment is three times that. His widow, Coretta Scott King, is one of the leaders of the 1983 march.

CWA vote authorizes systemwide Bell strike

The Communications Workers voted by a 5-to-1 margin to authorize a nationwide strike by its 525,000 Bell telephone system workers if a new agreement is not reached by Aug. 7.

Strike votes taken by two other unions whose contracts with Bell expire on Aug. 6 are still being tallied. The International Brotherhood of Electrical Workers represents 100,000 Bell workers, and the unaffiliated Telecommunications International Union represents another 50,000 workers.

All three unions are bargaining to replace three-year contracts as the American Telephone & Telegraph Co. is divesting itself of ownership of 22 Bell System operating compaines under an antitrust settlement.

The current negotiations are expected to be the last conducted with the Bell System on a national basis.

Job security

A major contract goal is employment security. The CWA is seeking training and skills development programs for its members to assure that they maintain continued employment potential as newer technologies emerge.

The union is also emphasizing worker involvement at all levels in the planning and introduction of new technologies to the workplace.

In announcing the vote tally, CWA President Glenn Watts said, "In keeping with our policy of 'no contract, no work,' we will definitely be on strike at 12:01 a.m. on Sunday, Aug. 7, should present negotiations not produce agreement on a new contract." Current contract talks began May 13.

Early preparation

"We began preparing for bargaining earlier than usual because of the complexities of this year's round of negotiations," Watts pointed out. And he charged the company with failing to bargain, saying that "up until only last week, the Bell System bargainers did little more than show up at the meetings."

He protested that the company had made no proposals on wages and "now, company bargainers are making 'take-back' type proposals, ignoring the realities of the Bell System's own second-quarter financial report for 1983, showing net income of $1.93 billion, up 10.5 percent from a year ago."

AT&T posted record profits of $7.2 billion in 1982.

The CWA has negotiated its last three agreements with the Bell System without a strike. The union was last forced to strike in 1971 for one week to gain a settlement. The expiring contract dates from 1980.

Communications Workers President Glenn E. Watts announces the CWA will strike the Bell System Aug. 7 if there is no contract settlement.

Raw materials dependency tied to lack of U.S. policy

Lack of a national industrial policy has made the United States increasingly dependent on imports of raw materials and has contributed to the abandonment of domestic industries, the AFL-CIO said.

A House Science & Technology subcommittee is considering suggestions for Cabinet-level coordination of raw materials policy, and an AFL-CIO statement agreed that would be useful.

But Economist Bill Cunningham, who submitted the statement, stressed that the decision-making should be "in the context of a comprehensive industrial policy, since many of the problems contributing to the decline of raw materials industries are the same as those affecting most of the nation's basic industries."

Taking up slack

Cunningham urged that government purchases for stockpiles of critical materials be tuned to the goals of maintaining production in slack times and achieving price stability.

He cited copper as an example, noting that U.S. copper mines were producing at high capacity before the recession. But while U.S. producers cut back production in the face of diminished demand, Chile expanded production with the help of heavy government subsidies to increase its share of the world copper market. In other countries, loans by U.S. banks have expanded copper production at a time when U.S. mines were being closed, his testimony noted.

Easing fluctuations

Copper is one of the strategic metals being stockpiled, and the AFL-CIO statement stressed that purchases for the stockpile during a time of low demand could improve production and ease unemployment. "Sales from the stockpile in more prosperous times could help alleviate shortages and help prevent price surges," Cunningham pointed out.

The AFL-CIO also expressed concern at exports of scarce materials including steel scrap and logs at a time when the effect was to damage U.S. industries in need of these materials by pushing up prices. The effect was to reduce employment, while jobs would have been created if the U.S. policy were to allow only exports of finished lumber.

House panel approves plan to restore jobless benefits

The House Ways & Means Committee has approved legislation that could restore additional weeks of federal supplemental unemployment benefits in 26 states.

Its approval, by voice vote, at least opened up the possibility of House and Senate action before Congress begins a month-long recess until after Labor Day.

The supplemental benefits program, which is scheduled to expire at the end of September, was trimmed back last Apr. 1, when it was extended an additional six months.

States previously had been able to provide federally financed unemployment benefits for from eight to 16 weeks after all other benefits had been exhausted. The number of weeks was keyed to the state's insured unemployment rate.

Cutbacks enacted

The April extension dropped the maximum to 14 weeks but included a provision that appeared to limit the cutback in benefit entitlement that a state might incur as a result of a change in its insured unemployment rate to a maximum of four weeks.

That isn't the way the Labor Dept. interpreted the law, however, and 26 states have already been cut back more than four weeks in their supplemental benefit entitlement. Seven additional states face the likelihood of a cutback in the near future.

While the supplemental benefit is scheduled to expire at the end of the current fiscal year, on Sept. 30, the change in the benefit ceiling would be made retroactive to April.

Meanwhile, a Senate Finance subcommittee will hear testimony on a broader range of problems involving unemployment insurance benefits beyond the normal 26-week maximum of state programs.

Changes imposed by Congress early in the Reagan Administration virtually wiped out the previous program of extended unemployment benefits that provides 13 weeks of federal-state payments in states that meet increasingly restrictive trigger levels of insured joblessness.

The federal supplemental unemployment benefits are in addition to any extended benefits—making possible a theoretical duration of 53 weeks of total payments.

In fact, however, the trigger for extended benefits has been so far off target that Alaska, Pennsylvania and West Virginia are the only states still paying extended benefits. In all other states, the soon-to-expire program of federal supplemental benefits is the only one available to workers still unemployed after their state payments are exhausted.

Minnesota enacts labeling rules for toxic chemicals

St. Paul, Minn.—Minnesota is the ninth state to enact legislation that guarantees workers the "right to know" what chemicals they are exposed to in the workplace.

A coalition of local and national unions joined with the Minnesota AFL-CIO and University of Minnesota labor education center to press for passage of the Employee Right to Know Act of 1983, which amends the state's occupational safety and health law.

Tobey Lapakko, director of consumer affairs for the State AFL-CIO, said the measure was pushed through the legislature on the final day of session. "I think the new law measures up well, compared to the laws in other states," Lapakko said. noting labor will have a voice on the task-forces which will be making recommendations on the hazardous substances list, and other areas of implementation.

Labeling requirement

The Minnesota law includes a labeling requirement and under certain conditions, the right for a worker to refuse to work. The law exempts businesses with fewer than 20 employees or less than $1 million in gross sales. Employers are required to provide training for employees on the nature and proper handling of hazardous substances.

Training is to include the generic or chemical names of hazardous substances, hazardous exposure levels and their effects, symptoms of exposure's effects, potential for flammability, explosion or reactivity with other chemicals, emergency treatment measures, and a material safety data sheet on each substance.

The law, which becomes effective Jan. 1, 1984, allows employers six months to train current employees.

Coors goes flat in Oregon

Salem, Ore.—An intensive advertising and lobbying campaign by Coors beer fell flat as the Oregon legislature refused to repeal a law that keeps Coors from being sold in the state.

Oregon AFL-CIO President Irvin H. Fletcher estimated that the Colorado-based brewery, whose products are the target of an AFL-CIO-sponsored consumer boycott, spent $2 million on advertising and lobbying in its effort to pry open the Oregon market. But it all went for naught as the State Senate, in the waning days of a 188-day session, sent the Coors bill back to committee. The measure would have repealed a state law that bans the sale in bottles and cans of unpasteurized malt beverages like those produced by Coors.

To push the bill, Coors hired a local lobbyist whose efforts were augmented by virtually every business lobbyist in the state, Fletcher reported.

Arrayed against Coors were the AFL-CIO, Teamsters, women's groups, minorities and environmentalists—all of whom perceive the right-wing, anti-union philosophy of the Coors family as being against them.

Fletcher saw as part of the Coors campaign the timing of a rerun of CBS News's "60 Minutes" television show that labor has charged presented a biased and unfair account of the collective bargaining dispute with Coors that led to the consumer boycott. An updated version of the show was replayed by the CBS network the same week that a vote on the Coors bill was scheduled in the legislature.

The State Senate vote against Coors was 20 to 8, largely along party lines but with two conservative Democrats voting for Coors and three moderate Republicans voting against. Watching from the gallery were three executives of Adolph Coors Co. who had flown in from the firm's headquarters in Golden, Colo., for a pre-vote party.

Instead of a post-vote party, Coors bemoaned its loss in big newspaper ads calling for "fair play"—the very thing members of AFL-CIO Brewery Workers Local 366 were seeking when they went on strike at Coors in the mid 1970s.

AFSCME President Gerald W. McEntee and Research Director Linda Lampkin testify on need for a more stringent ethylene oxide exposure standard.

Unions call for lower limit on ethylene oxide exposure

Health and safety experts for the AFL-CIO and six affiliates called for more stringent standards for workers' exposure to ethylene oxide than those proposed by the Reagan Administration.

Testifying at Occupational Safety & Health Administration hearings, labor witnesses charged that the OSHA proposal of 1 part ethylene oxide per million parts of air (1 ppm) still poses a "high risk" to workers exposed to the toxic gas. It is used largely in hospitals, health care facilities, the medical products industry and other manufacturing processes.

The current OSHA standard, which is 50 ppm, was adopted from the Walsh-Healy federal standards which were in effect at the time of OSHA's creation in 1970.

The AFL-CIO and five affiliates—Service Employees, Clothing & Textile Workers, Government Employees, Operating Engineers and District 1199 of the Retail, Wholesale & Dept. Store Union urged a standard of 0.1 ppm, while the State, County & Municipal Employees said exposure should be limited to 0.05 ppm.

Proposed standard weak

Margaret Seminario, associate director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security testified that the proposed OSHA standard is too weak. She said it sets no limit on the concentration of short-term exposure and that environmental monitoring and medical surveillance requirements are insufficient, as are the requirements on respirators and personal clothing protections.

Other union safety and health experts voiced similar concerns about the need for more definitive requirements.

Ethylene oxide exposure, which has been linked to cancer and other serious diseases, effects 80,000 workers directly and another 144,000 indirectly, according to OSHA estimates.

High concentrations

AFSCME President Gerald W. McEntee testified that his union's survey of 23 hospitals found workers in 12 of them reported they can occasionally "smell" ethylene oxide while they are working. This means the exposure levels are around 700 ppm, he said.

Only 10 of the 23 hospitals reported they have preventive maintenance programs for sterilizing equipment and in only 11 hospitals have the workers been monitored for their level of exposure to ethylene oxide.

Marcia Lamel, safety and health director of AFSCME District Council 37, urged that the OSHA standard be more specific about the type of information workers would receive about the hazards and health effects of ethylene oxide. She also noted the need for regulated areas around sterilizing equipment to be accessible to trained personnel only.

SEIU Director of Research June McMahon told OSHA about members who complained about "tingling sensations" in their extremities, headaches, skin lesions, and other symptoms after working with an ethylene oxide sterilizer. Tests showed the exposure levels were well within the current OSHA standard. She noted an SEIU Local 250 member is now permanently disabled, with a numbness in the left side of his body, difficulty in breathing and loss of memory, yet his employer is refusing to pay workers' compensation—claiming that the condition is not work related.

Hospital hazard

She also pointed out that a leaking sterilizer producing peak levels of 250 ppm was discovered in January at the Boston City Hospital, yet it was not until the local union learned of the testing in June that hospital management ordered the sterilizer disconnected.

The OSHA hearings are part of the expedited rulemaking procedures ordered by the U.S. Court of Appeals for the District of Columbia in January, following a suit filed by the SEIU, AFSCME, ACTWU and District 1199, with the Public Citizen Health Research Group. OSHA is not expected to issue a final standard until 1984.

Kilroy elected

Railway Clerks score folly of Reaganomics

Hollywood, Fla.—After two years of Reaganomics and heavy unemployment, what America needs most in the next few years is "a friend of labor in the White House," President Richard I. Kilroy of the Railway & Airline Clerks told 700 delegates to BRAC's 27th convention.

"If factories don't produce goods, the railroads can't haul them," he said at the convention's opening session. "People out of work who can't put food on the table can't acord rail or air fares."

Facing the podium was a big banner that proclaimed: "Times Are Tough, But We're Tough Too."

Recalling that the "bargaining climate was the toughest since the 1930s," Kilroy said the union had made sacrifices in efforts to save Conrail, Amtrak, the Milwaukee and other railroads.

But in his message for the transportation industry with which the union will be negotiating next year, he warned, "let the more prosperous members of that industry know that we expect and we will get our fair share of the prosperity that we helped them attain."

Fundamental premise

AFL-CIO President Lane Kirkland reminded the delegates that changes in the workforce and the nation's technology "do not make obsolete the fundamental premise of trade unionism."

Workers will need unions, Kirkland asserted, "whether we light the world with whale oil or nuclear reactors, whether we do business with quill pens or computers, whether there is a Roosevelt or a Reagan in the White House."

He pledged the federation's support of BRAC's continuing campaign to "save America's railroads and the jobs of America's railroad workers."

The AFL-CIO's moves toward "unifying our political activities have already brought some results," he said. "Candidates are now paying more attention to us than ever before. That is good for the labor movement. . . ."

A similar theme was voiced by Shirley Carr, executive vice president of the Canadian Labor Congress, who said that "the problems are social and economic—the solution is political."

She accused Canadian Premier Pierre Trudeau of "nothing short of economic terrorism" for a recent speech in which he asked Canadians to lower their economic expectations, and vowed to "scare the hell" out of them with more unemployment and more bankruptcies."

Delegates paid warm tribute to the memory of the late Fred Kroll, former president of the union, who died of leukemia in mid-1981. Frankie Kroll, his widow, moved the delegates to tears with her recollections of Kroll's love for his family, for the union and for working people everywhere.

Union film

A film produced by the union was shown at the opening session. Called "Proud History—Great Future," it combined BRAC history with a depiction of its current efforts to be "the union for tomorrow."

Kilroy, who had been chosen by the executive board to succeed Kroll two years ago, was elected to a full four-year term. He defeated Vice President Tom Fitzgibbon of Chicago on a weighted vote of 652 to 543.

Delegates elected three new vice presidents—L. F. Bosher of Jacksonville, Fla., J. R. Jenkins of Houston and J. C. Campbell of Pontiac, Mich.—and re-elected eight incumbents. Two Fitzgibbon supporters, Hal Archual and Robert Devlin, were defeated in their re-election bids as vice presidents. Fitzgibbon, who could not run for re-election, continues as head of BRAC's Allied Services Division.

Other speakers at the convention included Harold Lewis, general secretary of the International Transportworkers Federation, who said transport unions throughout the world are facing difficult collective bargaining problems.

And in a speech that brought the audience to its feet several times, Rosina Tucker told the delegates of the dramatic struggle for union status and human dignity of the Brotherhood of Sleeping Car Porters, now affiliated with BRAC.

Mrs. Tucker, strong of voice and eloquent at the age of 101, is the retired secretary-treasurer of the Porters' Ladies Auxiliary. On a motion by Kilroy, the delegates roared approval of a special motion to make all members of the auxiliary "honorary members" of BRAC.

Recovery fragile despite GNP surge

The second-quarter surge in economic growth "is a welcome turnaround from nearly two years of deep recession," AFL-CIO Research Director Rudy Oswald commented, but he cautioned that a full-scale recovery is still not firmly established.

"The economy is still not back to its previous peak," Oswald noted. "The nation has not experienced the sustained growth that President Reagan promised, and the recovery has come not from the new business investment that he forecast, but rather from consumers leading the recovery and from some lessening of the extremely tight monetary policy."

For economic recovery to be sustained, Oswald said, "there needs to be improved monetary and fiscal policies, rather than more Reaganomics."

The expansion of the economy in the second quarter was at an annual rate of 8.7 percent after adjustment for inflation and seasonal factors, the Commerce Dept. reported.

Second quarter growth

The April-June growth in "real" gross national product—the value of all goods and services produced, adjusted for inflation—followed a 2.6-percent increase in real GNP in the first three months of the year. The 8.7-percent rise was the strongest surge since the revised 9-percent annual rate of growth in the first quarter of 1981. Total GNP declined 1.9 percent for all of 1982.

The Commerce Dept. report also showed that the GNP fixed-weighted price index went up 5.2 percent in the second quarter compared with 3.4 percent in the first, with the difference attributed to sharp increases in energy prices.

Other economic signs

- Consumer prices as measured by the Labor Dept.'s Bureau of Labor Statistics rose only two-tenths of 1 percent, seasonally adjusted, in June after increases of four-tenths of 1 percent in May and six-tenths of 1 percent in April. Over the past 12 months, the consumer price index for urban wage earners and clerical workers (CPI-W) has gone up 2.4 percent. The June price slowdown was attributed to only a moderate increase in energy costs and the steepest drop in food prices since March 1976.
- Real average weekly earnings registered an increase of only one-tenth of 1 percent in June, the weakest showing in four months. Gross average weekly earnings were up 70 cents over the month to $280.80, the BLS reported. Expressed in constant (1977) dollars, the average was up 22 cents a week to $171.85, an increase of $3.92 over the past 12 months.
- Productivity—output per worker hour—showed declines in 1982 in more than half the industries measured by the BLS, with the steel industry suffering the sharpest drop, 19.5 percent, in a reflection of the heavy impact the recession has had on that industry. The motor vehicle industry, on the other hand, showed a rise in productivity of 5.7 percent as the 11.5 percent cutback in employee hours more than offset the drop in output.
- Wholesale prices, as measured by BLS's producer price index for finished goods, rose five-tenths of 1 percent between May and June, the biggest jump in seven months. The index is often a precursor of changes in retail prices two or three months later.
- West Virginia continued to have the highest unemployment rate in the country, 18.2 percent in May, although this represented an improvement from the 19 percent rate recorded by the BLS in April. Michigan was the second highest with a May jobless rate of 14.7 percent. The lowest rates were found in South Dakota, 5 percent, and North Dakota, 5.2 percent.

Industrial output

- The Federal Reserve Board's industrial production index, which covers manufacturing, mining and utilities, rose 1.1 percent in June, the fourth straight increase of more than 1 percent.
- Housing starts dropped 2.9 percent in June amid warnings of further weakening in this sector if interest rates continue upward. The Commerce Dept. said new housing construction declined last month to 1.7 million units after surging 19.5 percent in May. Despite the June decline, housing starts were 92 percent above the level of a year earlier when the recession was at its depths.

Southern states feel ravages of plant closings

Birmingham, Ala.—Plant closings that have ravaged much of the industrial North are doing at least as much damage to the South, a congressional subcommittee discovered.

Rep. William L. Clay (D-Mo.), who has presided over hearings in Washington and across the country, said his Subcommittee on Labor-Management Relations has found no section of the nation immune.

Even in better times, he warned, if the government remains indifferent to the problem, "we will continue to see the decline of our communities, the breakup of families and other increasingly familiar symptoms of capital flight."

Plant closing legislation that would require advance notice of shutdowns, exploration of alternatives and adjustment assistance for workers and communities is being considered by the subcommittee and was endorsed by both union and public witnesses at the Birmingham hearings.

At Birmingham hearings, James Albright testifies for State AFL-CIO; Thermon Phillips, Steelworkers; Dan Walters, IBEW; Benny Dansavage, ILGWU.

Witnesses testify

These were some of the points made in the testimony:

● James Albright, executive vice president of the Alabama AFL-CIO, said his state alone has had 72 plant closings over the past two years and nearly four times that number of major layoffs. Many of the layoffs will leave a heavy residue of permanent unemployment even when production picks up.

The byproduct, he stressed, includes lack of job opportunities for the many young people entering the labor force, and reduced tax revenue that forces either layoffs of public employees and reductions in public services or a heavier tax burden on those still working.

● Benny Dansavage, state director for the Ladies' Garment Workers, accompanied by victims of shutdowns, said the combination of imports and recession has been devastating to an apparel industry that in many communities has been the chief source of employment for women and minorities.

Several still jobless victims of the October 1981 shutdown of the Eufaula Fashions operations in Eufaula, Ala., testified to the effect this has had on their lives.

Lost health care

Yvonne Smith, the sole support of four children, has moved into one-bedroom housing and depends on food stamps to feed her family. Catherine Darnell said she and her children have let health problems go unattended because it would cost the family $565 a quarter, payable in advance, for health insurance comparable to that which she had received as an employment benefit. They were among 215 ILGWU members who lost their jobs in the closing, part of a severe cutback by the parent company, Jonathan Logan Shops.

● Steelworkers District Director Thermon Phillips said the steel industry which made possible modern Birmingham—"the skyscrapers that cover the downtown, the fine universities, the superb hospital complex"—has virtually disappeared under the wave of plant closings and near-closings.

In Alabama alone, 14,635 USWA members are unemployed, he testified. Job losses have afflicted the other states in his district as well, Phillips said.

Effective plant closing legislation must be national, Phillips urged. Most state legislatures won't pass effective plant closing legislation "because they fear it would scare prospective companies away," he observed.

Most closings

● Dan Waters, vice president of the International Brotherhood of Electrical Workers from a district that includes five southern states, Puerto Rico and the Canal Zone, testified that the Southeast had more plant closings than any other region last year and North Carolina had more shutdowns than any other single state.

He cited the ripple effect of industrial plant shutdowns on construction, utilities, communications and the network of supplier industries. "We cannot continue to allow our jobs and future to be exported abroad," he insisted.

"We in the labor movement have an intimate knowledge of the tragedy and human suffering that accompanies these plant closings," Waters testified. "We see the loss of self-esteem of the unemployed, the ever-increasing mental and physical problems."

● Glen Cole, field coordinator for the AFL-CIO's Human Resources Development Institute for a six-state region, testified on the problems of salvaging the lives of workers left jobless by plant closings and on the labor movement's efforts to assist displaced workers.

There are immediate needs for social services and long-term need for help in job counselling, job training and job finding. Many workers have been abruptly thrown out of the only job they have ever had, he said. Some are virtually illiterate and the stress of unemployment has been linked to suicides, heart attacks, alcohol and drug problems, Cole noted.

Less than people

● Dr. Charles H. Moore, the president of the Greater Birmingham Ministries, expressed similar concerns. In our society, he said, unemployment is comparable to death for many people "because of the intimate association between what a person does and what a person is. When people who have held jobs lose them, they become less than people in many eyes."

Churches have tried to meet the "urgent cries for help," Dr. Moore testified. But with cuts in federal funding of social programs forcing elimination of services, the need is too great. "Charity alone cannot fill the empty stomachs or provide shelter and medical care for our neighbors who are without jobs," he stressed.

Kirkland reaffirms support of Polish workers' demands

Continued from Page 1

military rule was a move by the Polish parliament to tighten state controls over the economy and on the country's academic and artistic communities.

Most other restrictions under martial law had already been made part of Poland's civilian legal code. The government said that stiff new penal codes will also be passed to tighten censorship, clamp down on dissidents and restrict the flow of any information to "foreign centers." And in a measure aimed at Solidarnosc, which is still widely supported by Poles, penalties will be strengthened against anyone belonging to any organization that is banned or not officially sanctioned by the government.

Kirkland also released a statement from the Coordinating Office Abroad of Solidarnosc which stressed that the lifting of martial law "in no way restores the legal framework" created by the Gdansk agreement in 1980, but crushed by the military in 1981.

"Solidarnosc and other trade unions remain outside the law even though they are still considered by the majority of Poles to be the only representatives and defenders of workers' rights," the Brussels-based group said.

Amnesty neglected

"We welcome with joy the release of any political prisoner," it said, pointing out that "the lifting of the state of war is not accompanied by the anticipated general amnesty" for many political dissidents "or the leaders and activists" of Solidarnosc "who are arbitrarily designated as extremists by the authorities."

The statement noted that the consolidation of "emergency powers" into civilian law and the increased restrictions on many sectors of Polish society "negates the claims by official propaganda" that Poland is being normalized.

Solidarnosc added that "the struggle for the release of all political prisoners, for the restoration of free trade union rights and for the fulfillment of the Gdansk agreement goes on and will continue in the future," and the union asked for the support of free trade unions in all democratic countries for the "authentic trade unions and independent organizations in Poland."

John Vanderveken, general secretary of the International Confederation of Free Trade Unions, said in a statement released by Kirkland that the terms under which martial law is being ended in Poland constitute "a mere institutionalization of abnormality."

Repression remains

"The web of restrictive regulations, tight control of labor movement and institutionalized violations of basic trade union and human rights" surrounding the lifting of military rule "will do nothing to ease the mistrust between the Polish people and their government," Vanderveken said.

He said the ICFTU will continue to press for the release of all trade unionists in Poland, for the restoration of all trade union and human rights and for a return to the Gdansk agreements, including a "genuine dialogue" between Polish authorities and "the workers' legitimate representatives."

Kirkland stressed that economic sanctions should be continued so as not to "betray those who have sacrificed so much for the cause of human rights" or give legitimacy to the Polish government's move.

He pointed out that an end to sanctions now would undermine the International Labor Organization's investigation into Poland's violations of the right to freedom of association. Kirkland also warned that this "would signal Poland and the Soviet Union that the United States lacks the steadfastness of purpose required to support the principles embodied in the ILO conventions, the Helsinki agreement and other international human rights declarations."

Union-busters back off

Newport Beach, Calif.—Labor Relations Association, a Texas-based firm of management consultants, backed away from a confrontation with union pickets and cancelled a union-busting seminar it had scheduled at the posh Southcoast Plaza Hotel here.

Mary Yunt, executive secretary of the Orange County AFL-CIO, said about 100 pickets from union locals in the area had assembled outside the hotel to protest the two-day seminar when they were informed by the hotel that the sessions had been cancelled.

Hal Breslow, president of Labor Relations Association, told a reporter the firm had called off the seminar after it "got wind" of plans for the union demonstration.

Yunt said the local labor groups had difficulty discovering the whereabouts of the seminar.

"They tried very hard to cover this one up," she said.

Exposing such seminars through worker demonstrations and informational picketing has proved to be an effective deterrent. Last spring, the Nevada Chamber of Commerce called off a seminar on "Maintaining Non-Union Status and Going Non-Union" after the State AFL-CIO organized a 5,000-member protest outside the meeting hall. The union-busting consultants—Kirschmann, Rich & Cohen—had no one to teach. A month later in San Diego, Legal Financial Services of Massachusetts cancelled a planned open-shop seminar rather than face a similar demonstration planned by area unions.

Congress votes Caribbean import bill

Congress gave final approval to a bill that combines two labor-opposed measures—the Caribbean Basin Initiative that threatens a new wave of imports and the repeal of a scheduled withholding tax on dividend and interest income.

The Caribbean bill, pushed by the Reagan Administration but enacted with the help of Democratic votes, will give multinational corporations an additional incentive to move jobs out of the United States. It greatly expands duty-free imports from Caribbean nations.

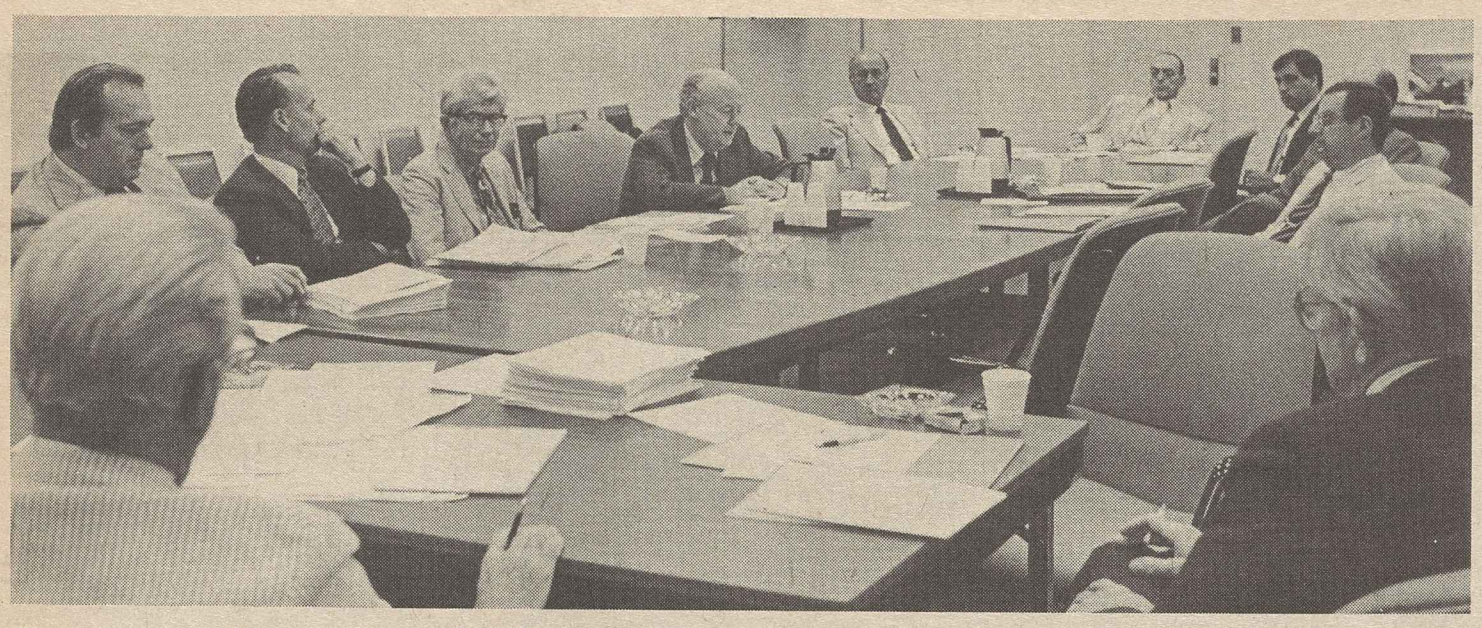
Congress approved a withholding tax on dividend and interest payments last year, and it was to have gone into effect this summer. It was intended to recoup about $2 billion a year in taxes that aren't collected because some taxpayers don't report their full income.

But banks manipulated a massive letter-writing campaign from depositors, many of whom were convinced that they were being hit by a discriminatory new tax. In fact, it would merely have placed income from investments on the same plane as wages, which have long been subject to withholding tax.

The repealer does, however, provide more funds for the Internal Revenue Service's tax collection efforts.

The Administration had supported the withholding requirement and at one point President Reagan said he would veto any attempt to repeal it. That prompted supporters of repeal to couple the bill with the Caribbean Basin Initiative which the President supports—giving him a face-saving way to back down on the veto threat.

A White House aide said the President will sign the legislation.



Investing in jobs

Investment strategies being developed by the AFL-CIO and its affiliates to help unions channel pension funds to job-creating and socially useful purposes are reviewed by the federation's Committee on Pension Investment at its July meeting. Service Employees President John J. Sweeney chairs the meeting for Ironworkers President John H. Lyons, who heads the committee. Union pension funds are a major source of investments.

Senior Citizens' delegates protest Reagan moves to slash health care

The National Council of Senior Citizens called for constraints on soaring medical costs as an alternative to Reagan Administration cuts in Medicare and Medicaid programs depended on by the elderly.

The 3,000 delegates to the NCSC convention voiced their concerns on health care costs at a protest rally and in visits with senators and congressional representatives—urging them to vote against attempts to gut federal health care assistance.

At the rally, held in a park near the White House, NCSC President Jacob Clayman scored the Administration for pushing for new slashes in federal health programs including Medicare.

Only about 44 percent of the medical costs of the elderly are reimbursed by Medicare, Clayman said. Many elderly people don't seek treatment because they fear they cannot afford the out-of-pocket costs, he stressed.

Because health care cost constraints are lacking, 10.5 percent of the nation's gross national product now goes for health care, double the 1960 percentage and more than the share of GNP spent by European countries that have full national health insurance, Clayman said.

William R. Hutton, NCSC executive director, said millions of Americans in addition to the elderly "already feel they cannot afford to be sick."

Voting factor

Hutton also pointed out that because older people vote in "the largest numbers of any segment of the population, the senior vote will be an important factor in determining who will be elected the next president of the United States."

Speaking at the rally, AFL-CIO President Lane Kirkland pledged the federation's support "in the struggle to protect, save and improve Medicare."

"Your concerns are our concerns," Kirkland said. Labor and senior citizens "have joined ranks in the battle to maintain a decent funding level for programs desperately needed by the elderly," he declared.

Federation Sec.-Treas. Thomas R. Donahue, in an address to the convention, asserted that "the injuries done to senior citizens by the Reagan Administration's manipulation of the budget are injuries to all, and those injuries have been very severe."

Better alternative

In the long run, he said, there is no way to meet the health care needs of the American people or to control the cost of medical care "except through a program of national health insurance" which the AFL-CIO continues to fight for with the NCSC.

Delegates also heard views on health care issues from four announced candidates for the Democratic presidential nomination, including former Vice President Walter F. Mondale, Senators Alan Cranston (Calif.) and Ernest F. Hollings (S.C.), and former Florida Gov. Reubin Askew.

Senator Edward M. Kennedy (D-Mass.) explained details of a comprehensive "Medicare rescue plan" he is proposing that stresses extensive controls on what doctors and hospitals charge rather than cuts in benefits.

State, County & Municipal Employees President Gerald McEntee told the delegates, who represented the NCSC's four million members at the convention, that active government intervention is needed "to limit the degree to which doctors and hospitals can enrich themselves on sickness." He called cost containment legislation "a feasible means of accomplishing this goal."

Other speakers during the conference included Sen. Howard Metzenbaum (D-Ohio), Representatives Claude Pepper (D-Fla.), Edward Roybal (D-Calif.), Henry Waxman, (D-Calif.), John Conyers (D-Mich.), Michael D. Barnes (D-Md.), Steny Hoyer (D-Md.), Barbara Mikulski (D-Md.), Evelyn Dubrow, legislative director of the Ladies' Garment Workers, President John Jacob of the National Urban League and Maggie Kuhn of the Gray Panthers.

Chrysler hit for refusal to close pay gap

Continued from Page 1

member UAW Chrysler council in Huntsville, Ala., scheduled for the following day. No new negotiations are expected until late this year.

Bieber said the company agreed to the $1 hourly increase, but refused to close the remaining $1.41 gap by which Chrysler workers would still have trailed Ford and GM workers.

He said the company wanted elimination of cost-of-living adjustments in any quarter in which Chrysler did not show a profit and proposed cuts in COL payments linked to the level of company-paid health benefits.

Chrysler also refused to agree to a profit-sharing plan in addition to wage increases although company executives enjoy substantial stock options, Bieber said.

"It's ironic," he asserted, "that the top officials of the corporation will share handsomely in the firm's good fortunes with tens of millions of dollars in stock options, yet the workers who made the lion's share of the sacrifices to keep Chrysler alive and who made possible those lucrative options are expected to take so much less than they deserve."

Talks futile

Bieber said the three days of negotiations have made it clear to the UAW that further bargaining would be "useless" until the contract is up, but he pointed out that the more than 47,000 U.S. Chrysler workers will continue to work under the existing agreement.

Earlier this month, Chrysler announced record second quarter profits of $310.3 million after posting a record $172.1 million gain in the first quarter.

Iacocca had previously said the company was paying back, in advance, the remaining $800 million of the $1.2 billion in federally guaranteed loans that had enabled the company to keep from going under three years ago.

The wage and benefit concessions made by the union at the same time were a key to getting the government loan guarantees.

UFCW leader wins in Chicago

Chicago — Charles Hayes, a veteran trade union leader, easily won the Democratic nomination for the congressional seat that had been held by Chicago's Mayor Harold Washington.

He polled 45 percent of the vote in a field of 14 candidates and is virtually certain to win the Aug. 23 general election against token Republican opposition. The largely black district is overwhelmingly Democratic.

Hayes, who had the personal endorsement of Mayor Washington as well as COPE support in the primary, is a vice president of the Food & Commercial Workers. He is 65 and his union career dates back to the 1930s, when he was the president of a Carpenters local. He was a local leader of the Packinghouse workers and a member of the union's staff in the 1940s, and was a district director when the union merged with the Meat Cutters in 1968.

Hayes was elected a vice president of the enlarged Meat Cutters union and held the same post in the subsequent merger with the Retail Clerks that formed the UFCW.

Shipyard strikers reject 'takeaways'

Continued from Page 1

the nine yards until a federal mediator steps in, but negotiations are going on between the council and the Lockheed Shipbuilding & Construction Co. in Seattle.

Some 3,500 workers—who are not on strike—are covered by the contract with Lockheed which pulled out of the management association in January.

Briggs said negotiations are also scheduled to start with a smaller association of eight ship repair companies and about 50 other shipyards not affiliated with a management bargaining group.

Unions bargaining through the Metal Trades Council are the Boilermakers, Carpenters, International Brotherhood of Electrical Workers, Operating Engineers, Laborers, Machinists, Molders, Sheet Metal Workers, Painters, Plumbers & Pipe Fitters and the unaffiliated Teamsters.

labor studies

A week in residence for 60 trade unionists working for college degrees of bachelor of arts in labor studies will open the August program at the George Meany Center.

The center also will offer a workshop for union editors and an institute for union organizers. Three unions, a state central body, the American Institute for Free Labor Development (AIFLD) and the Labor Council for Latin American Advancement (LCLAA) will use the campus for their own training sessions during the month.

Registration is now open for classes in September on union administration, use of computers and effective speaking. The schedule:

Newswriting & Editing for Union Publications, Aug. 7-12—A workshop for union editors seeking to make their publications more readable, more credible and more useful to their readers.

Organizing Techniques, Aug. 14-19—An institute on the basics of successful organizing campaigns.

The Union Administrator & Business Agent, Sept. 11-16—A focus on major concerns of business agents and full-time officers, including office management, finances and budgeting, contract administration and reaching members.

Computers for Local Unions, Sept. 18-22—An introduction to the use of computers for union officers before they purchase a computer.

Effective Speaking, Sept. 25-30—A workshop on a variety of speaking situations, including formal speeches, committee reports, confrontations, panel discussions and debates with attention to preparation and the use of visual aids.

Affiliates using the campus for their own staff training are: School Administrators, Aug. 7-12; Carpenters, Aug. 14-19, and the Communications Workers, Aug. 14-Sept. 2.

LCLAA's annual leadership session is Aug. 21-26. AIFLD will have 40 Latin American trade unionists on campus Aug. 21-Sept. 23. The Maryland & D.C. AFL-CIO meets here Aug. 29-Sept. 2.

More information on these and other labor studies programs is available from Fred K. Hoehler, Jr., executive director, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Telephone 301/431-6400.

EDITORIALS

The Limits of Charity

THE DEDICATED STAFF of the Greater Birmingham Ministries may never get invited to a White House reception. But this church-supported urban mission surely exemplifies the spirit of voluntarism that President Reagan so frequently invokes.

Dr. Charles H. Moore, the president of its board, was one of the witnesses who testified before a congressional subcommittee that has traveled to different sections of the country to explore the need for federal legislation to deal with problems of plant closings.

Birmingham, the first great "smokestack city" of the South, has been especially hard hit by the decimation of America's industries. And the organization that Dr. Moore heads knows at first hand what double-digit unemployment means in terms of broken lives.

"Our mission is to help our neighbor in need and to work for justice," Dr. Moore said. The churches that have joined to support the mission have redoubled their efforts, providing emergency care for hundreds of families, trying to respond to "the urgent cries for help."

Perhaps the private sector, the voluntary agencies and the churches can do more than they've done, Dr. Moore acknowledged. "But philanthropy alone can't make up lost wages, salaries, and fringe benefits, or supplant national responsibilities on a sustained basis." America's experience in the Great Depression surely proved that, he suggested.

HIS TESTIMONY made vivid the disaster of the Reagan Administration's budget cuts and the dismantling of social programs at a time of increasing need.

In Alabama, because of a 30 percent slash in federal grants, "day care centers are closing, allowing fewer people to look for and take jobs. Community health centers, for maternal and child care, are closing. Community mental health centers are cutting back and staff is overloaded," Dr. Moore pointed out.

The church-funded organization he heads has had people on its waiting list for assistance for more than a year, while it tries to respond to the most critical emergencies.

His message, one that should be heard in the White House as well as in the committees of Congress, is that "charity alone will not and cannot fill the empty stomachs or provide shelter and medical care for our neighbors who are without jobs in Birmingham and Alabama."

That testimony could be repeated in every unemployment-ravaged city in the nation.

Dr. Moore and his colleagues see a moral imperative for Congress to enact the plant closing legislation that the trade union movement has urged.

Realistically, they don't expect corporations to be motivated as they are by their own "faith in a God who reveals Himself as biased toward the poor, takes the side of the disadvantaged, vindicates the oppressed, and has made it clear that all people deserve a fair share in the fruits of His creation."

For corporations, social accountability comes from legislation and not conversion.

THE PROPOSED legislation would provide practical assistance for displaced workers, including retraining and relocation opportunities. It would required enough advance notice of closings to enable communities and unions to explore alternatives, and it would require a degree of compensation to communities for lost taxes.

As Dr. Moore put it, this would mean that "stockholders as well as taxpayers share the costs of a plant closing." In some cases, at least, "a company may find it cheaper to enter into retraining efforts and update workers skills than to abandon an established workforce."

Neither the Greater Birmingham Ministries nor the trade union movement see the plant closing legislation as the solution to the erosion of America's industrial base. But it would open up the decision-making process to pulic scrutiny and intervention, Dr. Moore noted. It would be a beginning.

On the Front Burner

Technological illiteracy

Reagan's education cuts to take future toll in jobs

By Bayard Rustin

The issue of education and its relationship to the social and economic stability of our nation has once again come to the forefront of press attention.

A front-page article in a recent issue of the New York Times announced that "education is emerging as a major issue in the 1984 Presidential campaign," with Walter Mondale and Ronald Reagan both moving quickly to advance their views of the proper role of education in our society.

Other public figures also are joining this debate. In an address to the Senate, Sen. Frank Lautenberg (D-N.J.) likewise focused on education in its relationship to the poor.

The senator warned that the technological and computer revolution now sweeping our nation and the advanced industrial democracies threatens to create a new class of poor people. Schools in poor districts have fewer computers and computer programs than schools in wealthier districts, Lautenberg noted.

And while computers are reaching the homes and classrooms of the wealthier, more privileged children in our society, they are threatening to make the poor technologically illiterate in a world in which such literacy is vital for advancement in the workplace.

Widening economic gap

"The concept of computer literacy defines a new type of illiteracy, and the potential for new and distressing divisions in our society," Lautenberg said. In the final analysis, the educational gap between the computer literate and computer illiterate is further "reinforcing disparities in opportunity" and widening the gap between the rich and the poor, he concluded.

Regrettably, such an understanding of the critical importance of education in providing equality of opportunity for minorities and the poor is lost upon the current Administration which hasn't mastered the computer basics of 'input equals output.'

In a recent education forum in Hopkins, Minn., President Reagan revealed a disturbing ignorance of his own actions in the education field. The President incorrectly asserted that his Administration had not reduced the federal expenditures for education.

In point of fact, federal education expenditures for 1981 were $15 billion, but have been reduced to $14.4 billion this year and $13.5 billion next year. When inflation is factored in, these cuts are even more substantial.

Rhetoric without solutions

The President apparently believes that any increases in the wages of already low-paid teachers should be funded by cutbacks in other school expenditures.

Whether these cuts would come in the areas of school books, the purchase of computers to train students in the new information resources, or in future cutbacks for school lunches for the poor, Reagan does not specify.

Reagan's entire approach to education suggests that he is woefully unaware of the fact that our economy is undergoing significant structural and technological changes which require a massive federal commitment to education in order to create a qualified and productive workforce, and to help blacks and the poor gain necessary skills for productive employment.

Yet, when and if the recovery comes, minorities and the poor may find that they are permanently locked out of equal participation in our nation's economic life. They may find that they are the permanent victims of this Administration's disastrously inadequate commitment to education. They may find that, thanks to Ronald Reagan's education program, unemployment is a permanent and not a temporary phenomenon.

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Vol. 28, No. 30 SATURDAY, JULY 30, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
American Federation of Labor and Congress of Industrial Organizations

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Marvin J. Boede
Thomas W. Gleason
Murray H. Finley
Sol C. Chaikin
Charles H. Pillard
Kenneth T. Blaylock
William H. Wynn
Robert F. Goss
Douglas A. Fraser
Barbara Hutchinson
Gerald W. McEntee
Patrick J. Campbell
Frederick O'Neal
Albert Shanker
Edward T. Hanley
J. C. Turner
Alvin E. Heaps
John DeConcini
Joyce D. Miller
Frank Drozak
Richard I. Kilroy
William H. Bywater

LEGISLATIVE ALERT!

Midyear Review: Check Your Representative on 12 Key Votes

1 JOB-CREATION

AFL-CIO opposed Rep. Conte's (R-MA) motion to cut $423 million in construction funding from job-creation bill. Motion failed 158-256 on March 3.

2 SOCIAL SECURITY I

Rep. Pickle (D-TX) amendment to raise the Social Security retirement age to 67 by the year 2027. This AFL-CIO-opposed amendment passed 228-202 on March 9.

3 SOCIAL SECURITY II

AFL-CIO backed Rep. Pepper's (D-FL) plan to stabilize Social Security by raising payroll taxes 0.53 percent by the year 2010; rejected 132-296 on March 9.

4 FAIRNESS IN FEDERAL PROGRAMS I

FY 1984 budget, while not as comprehensive as what AFL-CIO proposed, stops Reagan slashing of programs and begins to restore funds for jobs, training, other programs. AFL-CIO-backed budget passed 229-196 on March 23.

5 MORTGAGE FORECLOSURE RELIEF I

Reps. Roemer (D-LA) and Wylie (R-OH) tried to gut the foreclosure relief bill for the jobless by removing all funding for its emergency loan program. Their amendment was defeated 197-216 on May 11.

6 MORTGAGE FORECLOSURE RELIEF II

The foreclosure relief bill then was approved 216-196.

7 FAIRNESS IN FEDERAL PROGRAMS II

Fiscal 1984 budget (see vote #4), after conference with the Senate, was sent back to the House for final approval. It passed 239-186 on June 23.

8 FAIRNESS IN TAXES

Because the Reagan tax cut was unfairly tilted to help the wealthy, AFL-CIO called for a ceiling on benefits for the wealthy. The House approved the $720 tax cap 229-191 on June 24; but the Republican-dominated Senate rejected this tax-fairness measure.

9 CONSUMER PROTECTION

The Consumer Product Safety Commission protects consumers from hazardous products; e.g., unsafe toys for children. Reps. Shelby (D-AL) and Broyhill (R-NC) tried to slash CPSC funding and weaken enforcement. Unfortunately, this amendment passed 238-177 on June 29.

10 DAVIS-BACON PREVAILING WAGES

Rep. Walker (R-PA) tried to remove Davis-Bacon wage protections from economic development grants; his amendment was rejected 148-270 on July 12.

11 HOUSING CONSTRUCTION

During consideration of a housing and community development bill, Rep. Wylie (R-OH) offered an amendment to deny federal aid to communities with rent control. This intrusion upon local policies was opposed by the AFL-CIO and rejected 206-208 on July 12.

12 JOB-DESTROYING CARIBBEAN BILL

President Reagan's Caribbean Basin bill will cost the United States thousands of jobs and do nothing to help Caribbean workers. AFL-CIO supported amendments to protect U.S. and Caribbean workers, but the House, in a 212-204 vote on July 13, OK'd a rule that would not allow a vote on the labor-backed package of amendments.

R = Right
W = Wrong
A = Absent
P = Present, not voting

	1	2	3	4	5	6	7	8	9	10	11	12
---- ALABAMA												
1 EDWARDS, JACK (R-AL)	R	W	W	W	W	W	W	W	W	W	W	W
2 DICKINSON (R-AL)	W	W	W	W	W	W	W	W	W	W	W	W
3 NICHOLS (D-AL)	R	R	W	W	W	W	W	R	W	R	W	W
4 BEVILL (D-AL)	R	R	W	R	R	R	R	R	W	R	R	R
5 FLIPPO (D-AL)	R	W	W	R	W	R	R	R	W	R	A	W
6 ERDREICH (D-AL)	R	R	W	W	R	R	R	R	W	R	W	R
7 SHELBY (D-AL)	R	W	W	W	W	R	W	W	W	R	W	W
---- ALASKA												
1 YOUNG, DON (R-AK)	W	W	W	W	W	W	W	W	W	R	W	W
---- ARIZONA												
1 MCCAIN (R-AZ)	W	W	W	W	W	W	W	W	W	W	W	W
2 UDALL (D-AZ)	R	W	W	R	R	R	R	R	R	R	R	R
3 STUMP (R-AZ)	W	W	W	W	W	W	W	W	W	W	W	W
4 RUDD (R-AZ)	R	W	W	W	W	W	W	W	W	W	W	W
5 MCNULTY (D-AZ)	R	W	R	R	W	R	R	R	R	R	R	R
---- ARKANSAS												
1 ALEXANDER (D-AR)	R	W	R	R	R	R	R	R	R	R	R	W
2 BETHUNE (R-AR)	W	W	W	W	W	W	W	W	R	W	R	W
3 HAMMERSCHMIDT (R-AR)	R	W	W	W	W	W	W	W	R	W	A	W
4 ANTHONY (D-AR)	R	W	W	R	W	R	R	W	R	W	W	W
---- CALIFORNIA												
1 BOSCO (D-CA)	R	R	W	R	R	R	R	W	R	R	R	R
2 CHAPPIE (R-CA)	W	W	W	W	W	W	W	W	W	W	W	W
3 MATSUI (D-CA)	R	W	W	R	R	R	R	R	R	R	R	R
4 FAZIO (D-CA)	R	R	W	R	R	R	R	R	R	R	R	R
5 BURTON, PHILLIP (D-CA)	R	R	R	R								
5 BURTON, SALA (D-CA)									R	R	R	R
6 BOXER (D-CA)	R	R	R	R	R	R	R	R	R	R	R	R
7 MILLER, GEORGE (D-CA)	R	R	W	R	R	R	R	R	R	R	R	R
8 DELLUMS (D-CA)	W	R	R	R	R	W	R	R	R	R	R	R
9 STARK (D-CA)	R	W	W	R	R	W	R	R	R	R	A	
10 EDWARDS, DON (D-CA)	R	R	R	R	R	R	R	R	R	R	R	R
11 LANTOS (D-CA)	R	R	W	R	R	R	R	R	R	R	R	R
12 ZSCHAU (R-CA)	W	W	W	W	W	W	W	W	W	W	W	W
13 MINETA (D-CA)	R	R	R	R	R	R	R	R	R	R	R	R
14 SHUMWAY (R-CA)	W	W	W	W	W	W	W	W	W	W	A	
15 COELHO (D-CA)	R	R	W	R	R	R	R	R	R	R	R	R
16 PANETTA (D-CA)	R	R	W	R	R	R	R	R	R	R	R	R
17 PASHAYAN (R-CA)	W	W	W	W	W	W	W	W	R	W	W	
18 LEHMAN (D-CA)	R	R	W	R	R	R	R	R	R	R	R	R
19 LAGOMARSINO (R-CA)	W	W	W	W	W	W	W	W	W	R	W	
20 THOMAS (R-CA)	W	W	W	W	W	W	W	W	W	W	W	
21 FIEDLER (R-CA)	W	W	W	W	W	W	W	W	W	W	W	
22 MOORHEAD (R-CA)	A	W	W	W	W	W	W	W	W	W	W	
23 BEILENSON (D-CA)	R	W	W	R	R	R	R	R	R	R	W	
24 WAXMAN (D-CA)	A	R	R	R	R	R	R	R	R	R	R	
25 ROYBAL (D-CA)	A	R	R	R	R	R	R	R	R	R	R	
26 BERMAN (D-CA)	R	R	R	R	R	R	R	R	R	R	W	
27 LEVINE (D-CA)	R	R	R	R	R	R	R	R	R	R	R	
28 DIXON, JULIAN (D-CA)	R	R	R	R	R	R	R	R	A	R	R	
29 HAWKINS, AUGUSTUS (D-CA)	A	R	R	R	R	R	R	R	R	A	R	A
30 MARTINEZ (D-CA)	R	R	R	R	A	A	A	A	R	R	R	
31 DYMALLY (D-CA)	R	R	R	R	R	R	R	R	R	R	W	
32 ANDERSON (D-CA)	R	R	R	R	R	R	R	R	R	W	R	
33 DREIER (R-CA)	W	W	W	W	W	W	W	W	W	W	W	
34 TORRES (D-CA)	R	R	R	R	R	R	R	R	R	R	R	
35 LEWIS (R-CA)	W	W	W	W	W	W	W	W	R	W	W	
36 BROWN, GEORGE (D-CA)	R	R	R	R	R	R	R	R	R	R	R	
37 MCCANDLESS (R-CA)	W	W	W	W	W	W	W	W	W	W	W	
38 PATTERSON (D-CA)	A	R	R	R	R	R	R	R	R	R	R	
39 DANNEMEYER (R-CA)	W	W	W	W	W	W	W	W	A	A	W	
40 BADHAM (R-CA)	W	W	W	W	W	W	W	A	W	W	W	
41 LOWERY (R-CA)	A	W	W	W	W	W	W	W	W	A	W	
42 LUNGREN (R-CA)	W	W	W	W	W	W	W	W	W	W	W	
43 PACKARD (R-CA)	W	W	W	W	W	W	W	W	W	W	A	
44 BATES (D-CA)	R	W	W	R	R	R	R	R	R	R	R	
45 HUNTER (R-CA)	W	W	W	W	W	W	W	W	W	W	W	
---- COLORADO												
1 SCHROEDER (D-CO)	W	R	W	R	R	W	R	R	R	R	R	
2 WIRTH (D-CO)	R	R	W	R	R	R	R	R	R	R	W	
3 KOGOVSEK (D-CO)	R	R	W	R	R	R	R	R	R	R	R	
4 BROWN, HANK (R-CO)	W	W	W	W	W	W	W	W	W	W	R	
5 KRAMER (R-CO)	R	W	W	W	W	W	W	W	W	W	R	
6 SCHAEFER (R-CO)					W	W	W	W	W	W	W	
---- CONNECTICUT												
1 KENNELLY (D-CT)	R	R	R	R	R	R	R	R	R	R	W	
2 GEJDENSON (D-CT)	R	R	R	R	R	R	R	R	R	R	R	
3 MORRISON (D-CT)	R	R	R	R	R	R	R	R	R	R	R	
4 MCKINNEY (R-CT)	W	W	W	W	W	W	R	W	W	R	W	
5 RATCHFORD (D-CT)	R	R	R	R	R	R	R	R	R	R	R	
6 JOHNSON (R-CT)	W	R	W	W	W	R	W	W	R	W	W	
---- DELAWARE												
1 CARPER (D-DE)	R	W	W	R	R	R	R	R	W	R	W	R
---- FLORIDA												
1 HUTTO (D-FL)	R	W	W	W	W	W	W	W	W	W	W	
2 FUQUA (D-FL)	R	W	W	R	W	R	R	R	A	R	R	W
3 BENNETT (D-FL)	R	W	W	R	R	W	R	R	W	W		
4 CHAPPELL (D-FL)	R	W	W	W	W	W	W	W	W	R	W	
5 MCCOLLUM (R-FL)	W	W	W	W	W	W	W	W	W	W	W	
6 MACKAY (D-FL)	R	W	W	R	W	W	R	R	R	W	W	
7 GIBBONS (D-FL)	R	W	W	R	W	R	W	R	W	W	W	
8 YOUNG, BILL (R-FL)	W	W	W	W	W	W	W	W	W	W	W	
9 BILIRAKIS (R-FL)	W	W	W	W	W	W	W	W	W	W	R	
10 IRELAND (D-FL)	W	W	W	W	W	W	W	W	W	W	W	
11 NELSON (D-FL)	R	R	W	R	W	R	R	W	W	W	W	
12 LEWIS (R-FL)	W	R	W	W	W	W	W	W	W	W	W	
13 MACK (R FL)	W	W	W	W	W	W	W	W	W	W	W	
14 MICA (D-FL)	R	R	W	R	W	R	R	W	R	W	W	
15 SHAW (R-FL)	W	W	W	W	W	W	W	W	W	W	W	
16 SMITH (D-FL)	R	R	R	R	R	R	R	R	R	R	W	
17 LEHMAN (D-FL)	R	R	R	R	R	R	R	R	R	R	W	
18 PEPPER (D-FL)	R	R	R	R	R	R	R	R	R	R	W	
19 FASCELL (D-FL)	R	R	R	R	R	R	R	R	R	R	W	
---- GEORGIA												
1 THOMAS, ROBERT (D-GA)	R	W	W	W	W	R	R	R	W	R	W	W
2 HATCHER (D-GA)	R	W	W	W	R	R	R	R	W	R	R	W
3 RAY (D-GA)	R	W	W	W	W	W	W	R	W	R	W	W
4 LEVITAS (D-GA)	R	W	W	W	R	W	R	W	W	R	W	R
5 FOWLER (D-GA)	R	R	W	R	R	R	R	R	R	R	R	W
6 GINGRICH (R-GA)	W	W	W	W	W	W	W	W	W	W	W	W
7 MCDONALD (D-GA)	W	W	W	W	W	W	W	W	W	W	R	
8 ROWLAND (D-GA)	A	W	W	R	R	R	R	R	W	R	W	
9 JENKINS (D-GA)	R	W	W	R	W	W	R	W	W	W	W	
10 BARNARD (D-GA)	R	W	W	W	W	W	W	W	W	W	R	
---- HAWAII												
1 HEFTEL (D-HI)	R	W	W	R	A	A	R	R	A	A	A	A
2 AKAKA (D-HI)	R	R	W	R	R	R	R	R	W	R	R	R
---- IDAHO												
1 CRAIG (R-ID)	W	W	W	W	W	W	W	W	W	W	W	W
2 HANSEN, GEORGE (R-ID)	W	W	W	W	W	W	W	W	W	A	W	
---- ILLINOIS												
1 VACANT												
2 SAVAGE (D-IL)	R	R	R	R	R	R	R	R	R	R	R	R
3 RUSSO (D-IL)	R	R	R	W	R	R	R	W	R	R	R	W
4 O'BRIEN (R-IL)	W	W	W	W	W	W	W	W	R	W	W	
5 LIPINSKI (D-IL)	R	W	W	R	R	R	R	W	W	R	R	W
6 HYDE (R-IL)	W	W	W	W	W	W	W	W	W	W	W	W
7 COLLINS, CARDISS (D-IL)	R	R	R	R	R	R	R	R	R	R	R	R
8 ROSTENKOWSKI (D-IL)	R	W	W	R	R	R	R	R	R	R	R	W
9 YATES (D-IL)	R	R	R	R	R	R	R	R	R	R	R	R
10 PORTER (R-IL)	W	W	W	W	W	W	W	W	W	W	W	W
11 ANNUNZIO (D-IL)	R	W	R	R	R	R	R	R	R	R	R	R
12 CRANE, PHILIP (R-IL)	W	W	W	W	W	W	W	W	W	W	W	R
13 ERLENBORN (R-IL)	W	W	W	W	W	W	W	A	A	W	W	W
14 CORCORAN (R-IL)	A	W	W	W	W	W	W	A	W	W	W	W
15 MADIGAN (R-IL)	W	W	W	W	W	W	W	W	R	W	W	W
16 MARTIN, LYNN (R-IL)	W	W	W	W	W	W	W	W	R	W	W	W
17 EVANS, LANE (D-IL)	R	R	R	R	R	R	R	R	R	R	R	R
18 MICHEL (R-IL)	W	W	W	W	W	W	W	W	R	W	W	W
19 CRANE, DANIEL (R-IL)	W	W	W	W	W	W	W	W	W	W	W	R
20 DURBIN (D-IL)	R	R	R	R	R	R	R	R	R	R	R	R
21 PRICE (D-IL)	R	R	R	R	R	R	R	R	R	R	W	
22 SIMON (D-IL)	R	R	R	R	R	R	R	R	R	R	R	R
---- INDIANA												
1 HALL, KATIE (D-IN)	R	R	R	R	R	R	R	R	R	R	R	R
2 SHARP (D-IN)	W	R	W	R	R	R	R	R	R	R	R	R
3 HILER (R-IN)	W	W	W	W	W	W	W	W	W	W	W	W
4 COATS (R-IN)	W	W	W	W	W	W	W	W	W	W	W	W
5 HILLIS (R-IN)	W	W	W	W	W	W	W	W	W	W	W	W
6 BURTON (R-IN	W	W	W	W	W	W	W	W	R	W	W	
7 MYERS (R-IN)	W	W	W	W	W	W	W	W	W	W	W	
8 MCCLOSKEY, FRANK (D-IN)	R	R	R	R	R	R	W	W	R	R	R	
9 HAMILTON (D-IN)	W	W	W	R	W	R	R	W	R	R	R	
10 JACOBS (D-IN)	W	R	R	R	R	W	R	W	R	R	R	
---- IOWA												
1 LEACH (R-IA)	W	W	W	W	W	W	W	R	W	W	R	
2 TAUKE (R-IA)	W	W	W	W	W	W	W	W	W	W	W	
3 EVANS, COOPER (R-IA)	R	W	W	W	W	W	W	W	W	W	W	
4 SMITH, NEAL (D-IA)	R	R	W	W	R	W	W	A	R	W	R	
5 HARKIN (D-IA)	W	R	W	R	R	R	R	R	R	W	R	
6 BEDELL (D-IA)	W	W	W	R	R	R	R	R	W	R	W	P
---- KANSAS												
1 ROBERTS, PAT (R-KS)	R	W	W	W	W	W	W	W	W	W	W	
2 SLATTERY (D-KS)	R	W	W	R	W	R	R	W	R	R	R	
3 WINN (R-KS)	W	W	W	W	W	W	W	W	W	W	W	
4 GLICKMAN (D-KS)	R	W	W	R	R	W	R	W	R	W	R	
5 WHITTAKER (R-KS)	R	W	W	W	W	W	W	W	W	W	W	
---- KENTUCKY												
1 HUBBARD (D-KY)	R	R	W	R	A	R	R	R	W	R	W	R
2 NATCHER (D-KY)	R	R	W	R	R	R	R	W	R	R	R	R
3 MAZZOLI (D-KY)	R	W	W	R	R	R	R	W	R	R	W	R
4 SNYDER (R-KY)	W	R	W	W	W	W	W	W	W	W	W	R
5 ROGERS (R-KY)	W	W	W	W	W	W	W	W	W	W	W	R
6 HOPKINS (R-KY)	W	W	W	W	W	W	W	W	W	W	W	R
7 PERKINS (D-KY)	R	R	R	R	R	R	R	R	R	R	R	W
---- LOUISIANA												
1 LIVINGSTON (R-LA)	R	W	W	W	W	W	W	W	W	W	W	W
2 BOGGS (D-LA)	R	R	R	R	R	R	R	R	R	R	A	
3 TAUZIN (D-LA)	R	W	W	W	W	W	W	W	W	W	R	
4 ROEMER (D-LA)	R	W	W	W	W	W	W	W	W	W	R	
5 HUCKABY (D-LA)	R	R	R	W	W	W	W	R	W	W	W	
6 MOORE (R-LA)	R	W	W	W	W	W	W	W	W	W	W	
7 BREAUX (D-LA)	R	W	W	W	W	W	R	W	W	W	A	
8 LONG, GILLIS (D-LA)	R	R	W	R	R	R	R	R	R	R	W	
---- MAINE												
1 MCKERNAN (R-ME)	W	W	W	W	W	W	W	R	W	W	W	
2 SNOWE (R-ME)	W	W	W	W	W	W	W	W	W	W	W	
---- MARYLAND												
1 DYSON (D-MD)	R	R	R	W	R	R	W	R	W	R	R	
2 LONG, CLARENCE (D-MD)	R	R	W	R	R	R	R	W	A	R	W	R
3 MIKULSKI (D-MD)	R	R	R	R	R	R	R	R	R	R	R	
4 HOLT (R-MD)	W	W	W	W	W	W	W	W	A	A	W	
5 HOYER (D-MD)	R	R	R	R	R	R	R	R	R	R	R	
6 BYRON (D-MD)	R	W	W	W	W	W	W	A	W	W	R	
7 MITCHELL, PARREN (D-MD)	R	R	R	R	R	R	R	R	R	R	R	
8 BARNES (D-MD)	R	R	R	R	R	R	R	R	R	A	R	
---- MASSACHUSETTS												
1 CONTE (R-MA)	W	R	W	W	W	W	W	R	R	R	R	
2 BOLAND (D-MA)	R	A	A	R	R	R	R	R	R	R	R	
3 EARLY (D-MA)	R	R	R	A	A	R	R	R	R	R	R	
4 FRANK (D-MA)	R	R	R	R	R	R	R	R	R	R	R	
5 SHANNON (D-MA)	R	R	R	R	R	R	R	R	R	R	R	
6 MAVROULES (D-MA)	R	R	R	R	R	R	R	R	R	R	R	
7 MARKEY (D-MA)	R	R	R	R	R	R	R	R	R	R	W	
8 O'NEILL (D-MA) Speaker												
9 MOAKLEY (D-MA)	R	R	R	R	R	R	R	R	R	R	W	
10 STUDDS (D-MA)	W	W	W	R	R	R	R	R	R	R	R	
11 DONNELLY (D-MA)	R	R	R	R	R	R	R	R	R	R	R	
---- MICHIGAN												
1 CONYERS (D-MI)	R	R	R	R	R	R	R	R	R	R	R	
2 PURSELL (R-MI)	W	W	W	W	W	W	W	W	W	W	W	
3 WOLPE (D-MI)	R	R	W	R	R	R	R	R	R	R	R	
4 SILJANDER (R-MI)	W	W	W	W	W	W	W	W	W	W	W	
5 SAWYER (R-MI)	W	W	W	W	W	W	W	W	W	W	W	
6 CARR (D-MI)	R	R	R	R	R	R	R	W	R	R	R	
7 KILDEE (D-MI)	R	R	R	R	R	R	R	R	R	R	R	
8 TRAXLER (D-MI)	R	R	R	R	R	R	R	R	R	R	R	
9 VANDER JAGT (R-MI)	W	W	W	W	W	W	W	W	W	W	W	
10 ALBOSTA (D-MI)	R	R	W	R	R	R	R	R	R	W	W	
11 DAVIS (R-MI)	W	R	W	W	W	R	W	W	W	R	W	
12 BONIOR (D-MI)	R	R	R	R	R	R	R	R	R	R	W	
13 CROCKETT (D-MI)	W	R	R	R	R	R	R	R	A	R	R	
14 HERTEL (D-MI)	R	R	R	R	R	R	R	R	R	R	R	
15 FORD, WILLIAM (D-MI)	R	R	R	R	R	R	R	R	R	R	R	
16 DINGELL (D-MI)	R	R	A	R	R	R	R	R	R	R	R	
17 LEVIN, SANDER (D-MI)	R	R	R	R	R	R	R	R	R	R	R	
18 BROOMFIELD (R-MI)	W	W	W	W	W	W	W	W	W	W	W	
---- MINNESOTA												
1 PENNY (D-MN)	R	W	W	R	R	R	R	R	W	R	R	
2 WEBER, VIN (R-MN)	W	W	W	W	W	W	W	W	W	W	W	
3 FRENZEL (R-MN)	W	W	W	W	W	W	W	W	W	W	W	
4 VENTO (D-MN)	W	R	R	R	R	R	R	R	R	R	R	
5 SABO (D-MN)	R	R	W	R	R	R	R	R	R	R	R	
6 SIKORSKI (D-MN)	R	R	W	R	R	R	R	R	R	R	R	
7 STANGELAND (R-MN)	W	W	W	W	W	W	W	W	W	W	W	
8 OBERSTAR (D-MN)	R	R	R	R	R	R	R	R	R	R	R	
---- MISSISSIPPI												
1 WHITTEN (D-MS)	R	R	W	R	R	R	R	R	W	R	R	
2 FRANKLIN (R-MS)	R	W	W	W	W	W	W	W	W	W	W	
3 MONTGOMERY (D-MS)	R	W	W	W	W	W	R	W	W	W	W	
4 DOWDY (D-MS)	R	R	R	R	R	R	R	A	R	R	R	
5 LOTT (R-MS)	R	W	W	W	W	W	W	W	W	W	W	
---- MISSOURI												
1 CLAY (D-MO)	R	R	R	R	R	R	R	R	R	R	R	R
2 YOUNG, ROBERT (D-MO)	R	R	R	R	R	R	W	R	W	R	W	R
3 GEPHARDT (D-MO)	R	R	W	R	R	R	R	R	R	R	R	R
4 SKELTON (D-MO)	R	R	R	W	A	R	W	R	W	R	W	R
5 WHEAT (D-MO)	R	R	R	R	R	R	R	R	R	R	R	R
6 COLEMAN (R-MO)	R	W	W	W	W	W	W	W	W	W	W	W
7 TAYLOR (R-MO)	W	W	W	W	W	W	W	W	W	W	W	W
8 EMERSON (R-MO)	R	W	W	W	W	W	W	W	W	W	W	W
9 VOLKMER (D-MO)	R	R	W	R	R	R	R	R	W	R	W	R
---- MONTANA												
1 WILLIAMS, PAT (D-MT)	R	R	W	R	R	R	R	R	R	R	R	R
2 MARLENEE (R-MT)	W	W	W	W	W	W	W	W	W	W	R	
---- NEBRASKA												
1 BEREUTER (R-NE)	W	W	W	W	W	W	W	W	W	W	W	W
2 DAUB (R-NE)	W	W	W	W	W	W	W	W	W	W	R	
3 SMITH, VIRGINIA (R-NE)	W	W	W	W	W	W	W	W	W	W	W	
---- NEVADA												
1 REID (D-NV)	R	R	R	R	R	R	R	R	R	R	R	R
2 VUCANOVICH (R-NV)	W	W	W	W	W	W	W	W	W	W	W	W
---- NEW HAMPSHIRE												
1 D'AMOURS (D-NH)	W	R	R	R	R	R	R	R	R	R	R	R
2 GREGG (R-NH)	W	W	W	W	W	W	W	W	W	W	W	W
---- NEW JERSEY												
1 FLORIO (D-NJ)	R	R	W	R	R	R	R	R	R	R	R	R
2 HUGHES (D-NJ)	R	R	W	R	R	R	R	R	R	R	R	R
3 HOWARD (D-NJ)	R	R	R	R	R	R	R	R	R	R	R	R
4 SMITH, CHRISTOPHER (R-NJ)	W	W	W	R	R	R	W	R	R	R	R	W
5 ROUKEMA (R-NJ)	W	W	W	W	W	R	W	R	R	R	W	
6 DWYER (D-NJ)	R	R	R	R	R	R	R	R	R	R	R	R
7 RINALDO (R-NJ)	R	R	W	R	R	R	R	W	R	R	R	R
8 ROE (D-NJ)	R	R	R	R	R	R	R	R	R	R	R	R
9 TORRICELLI (D-NJ)	R	R	R	R	R	R	R	R	A	A	A	
10 RODINO (D-NJ)	R	R	R	R	R	R	R	R	R	A	R	
11 MINISH (D-NJ)	R	R	R	R	R	R	R	R	R	R	R	
12 COURTER (R-NJ)	W	W	W	W	W	W	W	W	R	W	W	
13 FORSYTHE (R-NJ)	W	W	W	W	W	W	W	W	W	W	W	
14 GUARINI (D-NJ)	R	R	R	R	R	R	R	R	R	R	R	
---- NEW MEXICO												
1 LUJAN (R-NM)	W	W	W	W	W	W	W	W	W	W	W	
2 SKEEN (R-NM)	W	W	W	W	W	W	W	W	W	W	W	
3 RICHARDSON (D-NM)	R	R	R	R	R	R	R	R	R	R	R	
---- NEW YORK												
1 CARNEY (R-NY)	R	W	W	W	W	W	W	W	W	W	R	
2 DOWNEY (D-NY)	R	W	W	R	R	R	R	W	R	R	R	W
3 MRAZEK (D-NY)	R	R	W	R	W	W	R	R	R	R	R	R
4 LENT (R-NY)	W	W	W	W	W	W	W	W	R	W	W	
5 MCGRATH (R-NY)	W	W	W	W	W	W	W	W	R	W	R	
6 ADDABBO (D-NY)	R	R	R	R	R	R	R	R	R	R	W	
7 ACKERMAN (D-NY)	R	R	R	R	R	R	R	R	R	R	R	
8 SCHEUER (D-NY)	R	R	R	R	R	R	R	R	R	R	R	
9 FERRARO (D-NY)	R	R	R	R	R	R	R	R	R	R	R	
10 SCHUMER (D-NY)	R	R	R	R	R	R	R	R	R	R	R	
11 TOWNS (D-NY)	R	R	R	R	R	R	R	R	R	R	R	
12 OWENS (D-NY)	A	R	R	R	A	A	R	R	R	R	R	
13 SOLARZ (D-NY)	R	R	R	R	R	R	R	R	R	R	R	
14 MOLINARI (R-NY)	W	R	W	W	W	W	W	W	W	R	W	
15 GREEN (R-NY)	W	W	W	R	W	W	R	W	R	R	W	
16 RANGEL (D-NY)	R	R	R	R	R	R	R	R	R	R	W	
17 WEISS (D-NY)	R	R	R	R	R	R	R	R	R	R	R	
18 GARCIA (D-NY)	R	R	R	R	R	R	R	R	R	R	R	
19 BIAGGI (D-NY)	R	R	R	R	R	R	R	R	R	R	R	
20 OTTINGER (D-NY)	W	R	R	R	R	R	R	R	R	R	R	
21 FISH (R-NY)	W	W	W	W	W	W	W	W	R	R	R	
22 GILMAN (R-NY)	W	R	W	W	W	W	W	W	R	R	R	
23 STRATTON (D-NY)	R	W	W	R	R	R	R	W	R	R	R	
24 SOLOMON (R-NY)	W	W	W	W	W	W	W	W	W	W	W	
25 BOEHLERT (R-NY)	W	W	W	W	W	W	W	W	R	R	R	
26 MARTIN, DAVID (R-NY)	W	W	W	W	W	W	W	W	W	W	W	
27 WORTLEY (R-NY)	W	W	W	W	W	W	W	W	W	W	R	
28 MCHUGH (D-NY)	R	R	W	R	R	R	R	R	R	R	R	
29 HORTON (R-NY)	W	W	W	W	W	W	W	W	R	R	R	
30 CONABLE (R-NY)	W	W	W	W	W	W	W	W	R	W	W	
31 KEMP (R-NY)	W	W	W	W	W	W	W	A	R	W	W	
32 LAFALCE (D-NY)	R	R	W	R	A	R	R	R	R	R	R	
33 NOWAK (D-NY)	R	R	W	R	R	R	R	R	R	R	R	
34 LUNDINE (D-NY)	R	W	W	R	R	R	R	R	R	R	R	
---- NORTH CAROLINA												
1 JONES, WALTER (D-NC)	A	W	W	R	R	R	R	W	R	R	R	
2 VALENTINE (D-NC)	R	W	W	W	W	R	R	W	W	R	W	
3 WHITLEY (D-NC)	R	W	W	R	R	R	R	W	R	R	R	
4 ANDREWS, IKE (D-NC)	R	R	R	W	W	R	R	W	R	W	W	
5 NEAL (D-NC)	A	A	A	R	R	W	R	W	R	R	R	
6 BRITT (D-NC)	R	R	W	R	R	R	R	W	R	R	W	
7 ROSE (D-NC)	R	R	R	R	R	A	W	R	R	W		
8 HEFNER (D-NC)	R	W	W	R	R	R	R	W	R	R	R	
9 MARTIN, JAMES (R-NC)	A	W	W	W	W	W	W	W	W	W	W	
10 BROYHILL (R-NC)	W	W	W	W	W	W	W	W	A	A	A	
11 CLARKE (D-NC)	R	R	R	R	W	R	R	W	R	W	W	
---- NORTH DAKOTA												
1 DORGAN (D-ND)	R	R	W	R	W	W	R	R	R	R	A	
---- OHIO												
1 LUKEN (D-OH)	R	R	W	R	R	R	R	W	R	R	R	
2 GRADISON (R-OH)	W	W	W	W	W	W	W	W	W	W	W	
3 HALL, TONY (D-OH)	R	R	R	R	R	R	R	R	R	W	W	
4 OXLEY (R-OH)	W	W	W	W	W	W	W	W	W	W	W	
5 LATTA (R-OH)	W	W	W	W	W	W	W	W	W	W	W	
6 MCEWEN (R-OH)	W	W	W	W	W	W	W	W	W	W	W	
7 DEWINE (R-OH)	W	W	W	W	W	W	W	W	W	W	W	
8 KINDNESS (R-OH)	R	W	W	W	W	W	W	W	W	W	W	
9 KAPTUR (D-OH)	R	R	R	R	R	R	R	R	R	R	R	
10 MILLER, CLARENCE (R-OH)	W	R	W	W	W	W	W	W	W	W	W	
11 ECKART (D-OH)	R	R	W	R	R	R	R	R	R	R	R	
12 KASICH (R-OH)	W	W	W	W	W	W	W	W	W	W	R	
13 PEASE (D-OH)	R	R	W	R	R	R	R	R	R	R	W	
14 SEIBERLING (D-OH)	W	R	R	R	R	R	R	R	R	R	R	
15 WYLIE (R-OH)	W	W	W	W	W	W	W	W	W	R	W	
16 REGULA (R-OH)	W	R	W	W	W	W	W	W	W	R	W	
17 WILLIAMS, LYLE (R-OH)	R	R	W	R	R	R	W	W	R	A	A	
18 APPLEGATE (D-OH)	R	R	W	R	R	R	W	W	R	R	R	
19 FEIGHAN (D-OH)	R	R	W	R	R	R	R	R	R	R	R	
20 OAKAR (D-OH)	R	R	R	R	R	R	R	R	R	R	R	
21 STOKES (D-OH)	R	R	R	R	R	R	R	R	R	R	R	
---- OKLAHOMA												
1 JONES, JAMES (D-OK)	R	W	W	R	R	W	R	R	W	R	W	
2 SYNAR (D-OK)	R	W	W	R	R	R	R	R	R	R	R	
3 WATKINS (D-OK)	R	W	W	R	R	R	R	R	R	R	R	
4 MCCURDY (D-OK)	R	W	W	R	W	W	R	R	W	R	W	
5 EDWARDS, MICKEY (R-OK)	R	W	W	W	W	W	W	W	W	W	W	
6 ENGLISH (D-OK)	R	W	W	W	W	W	R	R	R	R	R	
---- OREGON												
1 AUCOIN (D-OR)	R	W	W	R	R	R	R	R	R	W	A	
2 SMITH (R-OR)	R	W	W	W	W	W	W	A	W	W	W	
3 WYDEN (D-OR)	R	R	W	R	R	R	R	R	R	R	R	
4 WEAVER (D-OR)	A	R	R	R	R	R	R	R	R	R	R	
5 SMITH, DENNY (R-OR)	A	W	W	W	W	W	W	W	W	W	W	
---- PENNSYLVANIA												
1 FOGLIETTA (D-PA)	R	R	R	R	R	R	R	R	R	R	R	
2 GRAY (D-PA)	R	R

AFL-CIO news

VOL. 28, NO. 31
SATURDAY
AUGUST 6, 1983

MEMO FROM COPE
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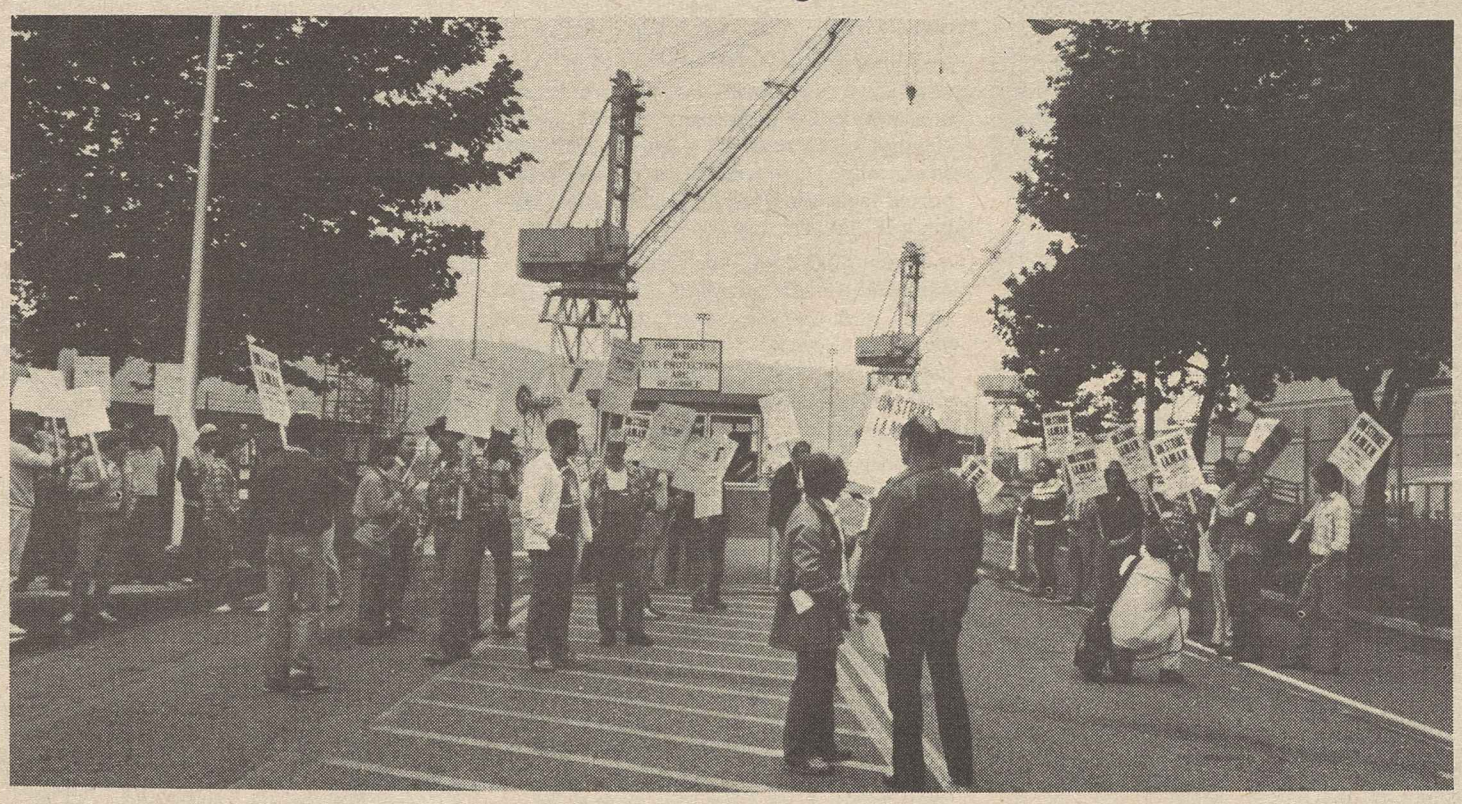
House votes jobless health care



Walking the line

On the picket line at shipyard facilities in Portland, Ore., are members of 11 local unions affiliated with the city's Metal Trades Council. Yards from San Francisco to Washington State have been shut down for two weeks by the strike of some 10,000 workers after negotiations between the Pacific Coast District Metal Trades Council and nine shipbuilding and repair companies broke off over management demands for slashes in wages and benefits.

Republicans lose bid for means test

By David L. Perlman

The House voted 252-174 for a labor-supported, Reagan-opposed bill to fund essential health care for America's army of unemployed. It also would require firms with health insurance plans to continue coverage of laid-off workers for 90 days.

On a key 225-171 vote, the House rejected a Republican alternative of a scaled-down program of grants to the states, coupled with a means test that would require the unemployed to prove their need.

In a letter to House members, AFL-CIO Legislative Director Ray Denison noted that in every other industrial country, "health care is a right" that does not depend on "whether you work or where you work."

Recession victims

Until there are jobs and health insurance for the millions who have neither, he urged, "we must minister to the victims, the wounded of our national economy's breakdown."

The bill now goes to the Senate, where the Finance Committee has approved a smaller-scale program that includes an assets test for eligibility. Its cost would be offset by cutbacks in funds for Medicare health services to America's elderly. Still another version is in a Senate Labor Committee bill.

The Reagan Administration has opposed any program of health care for the unemployed that does not pay for itself by tapping new sources of revenue. It has pushed taxation of workers on the value of health insurance provided by their employers as a potential revenue source.

The use of either offsetting cuts in Medicare or taxation of worker fringe benefits is strongly opposed by the AFL-CIO as a divisive attempt to play off one group against another.

Amendment withdrawn

The House several times delayed action on the health care for the jobless when the leadership was concerned that proposed anti-abortion amendments would snarl the legislation. But the sponsor of the abortion amendment that would have been allowed under the rule for considering the bill withdrew it after concluding that it would duplicate existing restrictions.

As passed by the House, the legislation allocates funds to states based on their severity of unemployment—$350 million for the balance of this fiscal year, $1.87 billion in fiscal 1984, which begins Oct. 1,

Continued on Page 3

Poverty rate up to 15%, real family income down

The number of Americans living in poverty rose last year to 34.4 million, or 15 percent of the population, while the real income of the nation's families continued to decline.

The poverty rate was the highest since 1965, the Census Bureau reported, and represented the fourth straight annual increase.

A family of four was considered to be living in poverty in 1982 if its total income was less than $9,862, the federal government's official poverty threshold which is adjusted annually for inflation. The guideline is used to determine eligibility for various federal aid programs.

The Reagan Administration's cutbacks in a number of government assistance programs such as unemployment insurance, social security benefits and aid to families with dependent children were among the factors cited by the Census Bureau as contributing to the latest rise in the official poverty rate, along with the recession itself and the resulting high levels of joblessness.

The bureau reported that median income for American families in 1982 was $23,433, which represented a decline over the year of 1.38 percent after adjustment for inflation. Half the families had incomes above the median and half were below.

Cash income

Data gathered in the bureau's annual household survey reflect only cash income, which includes welfare payments, social security benefits and unemployment insurance benefits. Not included is non-cash income such as food stamps, health care benefits and housing subsidies.

The last year the poverty rate was 15 percent or more was 1965 when it stood at 17.3 percent and President Johnson's War on Poverty was just beginning. The rate declined steadily to just above 11 percent in the mid-1970s. The recent upward trend began in 1978 when the poverty rate was 11.4 percent. Since then the number of people living in poverty has increased by 9.9 million, or 40 percent, according to the Census Bureau's data.

Continued on Page 3

Rail retirement system bolstered by new funding

Congress gave near-unanimous approval to legislation that will pump billions of dollars of new revenue into the Railroad Retirement System and avert a drastic cutback in the pensions of one million retirees.

The added money will come from substantially higher employer payments, higher worker payments coupled with a trimback in future benefits, and a government payment to make up for a previous shortfall.

Rail unions bargained the basic package with management and then worked with congressional committees having jurisdiction over the railroad retirement program to shape the final package.

With bipartisan support and Administration endorsement, it passed the House by a 398-5 vote and cleared the Senate the next day, 95-2. Only Senators Jesse Helms (R-N.C.) and Don Nickles (R-Okla.) voted against it.

The funding crisis stemmed from the long-continuing drop in railroad employment. Just since mid-1981, the railroad

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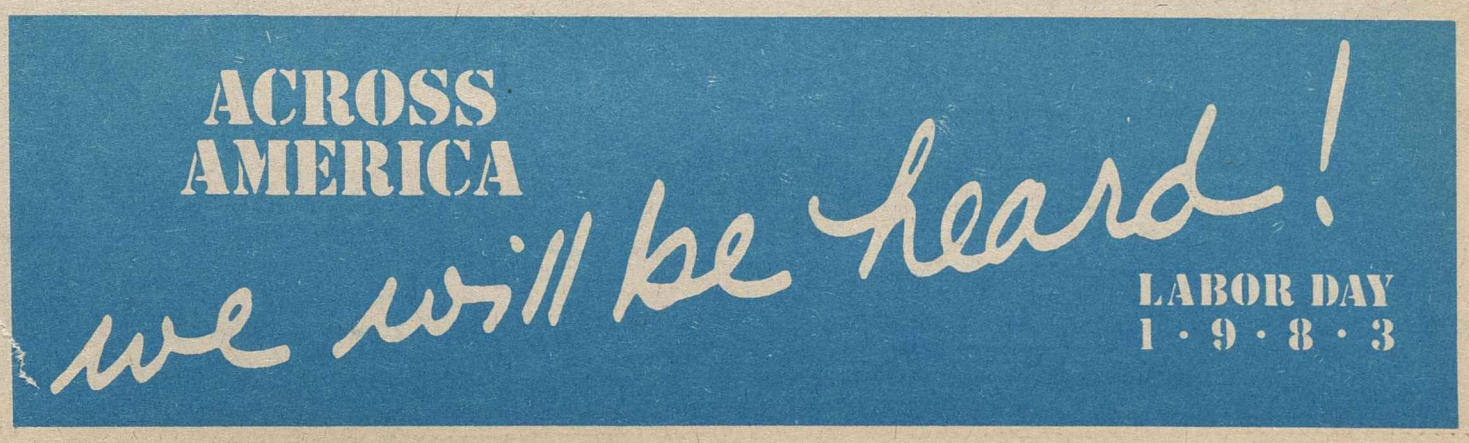
The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

8/6/83

SOLIDARITY DAY III



Union struggle recalled

Delegates to the Railway & Airline Clerks convention in Hollywood, Fla., heard Rosina Tucker detail the dramatic struggle for union recognition and human dignity by the Brotherhood of Sleeping Car Porters, now affiliated with BRAC. Mrs. Tucker, age 101, is the retired secretary-treasurer of the Porters' Ladies Auxiliary. Delegates honored her with a standing ovation and the approval of a special motion making all members of the auxiliary honorary members of BRAC. The motion was made by BRAC President Richard I. Kilroy, right.

Jobs, economy emerge as dominant concerns at BRAC convention

Hollywood, Fla.—Unemployment and economic recovery issues shadowed the week-long convention of the Railway & Airline Clerks, and delegates listened with sharp attention to two leading candidates for the Democratic presidential nomination—former Vice President Walter F. Mondale and Sen. John Glenn of Ohio.

There was concern, too, about the crisis in the Railroad Retirement System, which was not to be resolved until the following week when Congress enacted labor-supported legislation to pump additional funding into the program.

Nearly 700 delegates, representing some 185,000 BRAC members in the United States and Canada, acted on resolutions designed to make their union more effective in organizing, legislation, education and political action.

The union will make gains "through solidarity," President Richard I. Kilroy told the delegates.

Mondale and Glenn, who addressed the convention on succeeding days, both received warm receptions.

Mondale put heavy emphasis on getting the nation's workforce back on the job. And retirees, he insisted, "have a bargain with this nation" which should result in retirement income that is "certain, secure and unquestioned." He challenged the Reagan Administration's record on this.

Commitment to honor

Glenn told BRAC delegates that the government's unavoidable obligation is to "honor its contracts and commitments" and breaking faith with retired workers "won't restore confidence in our government."

He offered a six-point program for industrial recovery and growth, including formation of a Commission for Economic Revitalization bringing together labor, business and government for exchanges of ideas and development of policies.

AFL-CIO Vice President Joyce Miller, who heads the Coalition of Labor Union Women, called the creation of adequate child day care centers an urgent priority. Women don't work for "pin money," she said, but "for the same reason as men—to earn money for the family." With the number of working women constantly on the rise, day care facilities fill a real social need, she said.

Other speakers included COPE Director John Perkins, President Norman Hill of the A. Philip Randolph Institute, and Rep. Robert Garcia (D-N.Y.), head of the Congressional Hispanic Caucus.

Resolutions were considered on a change in BRAC's name to reflect the changing nature of the industries in which the union's members and potential members are employed. Delegates decided to keep the BRAC initials, but recommended that the executive board suggest a new name, if desirable, to the union's 1987 convention.

Moves to reduce the number of vice presidents from 11 to nine, and to freeze or to cut the pay of BRAC officers were defeated by substantial margins.

Workshop sessions

The convention devoted one afternoon to workshops conducted by experts on the future of transportation technology and the outlook for railroad retirement.

Executives of the Association of American Railroads, Amtrak and Northwest Airlines spoke on the impact of changing transport technology.

Richard Briggs, executive vice president of the AAR, saw a need for the railroads to "adapt" to new market conditions through greater efficiency, modernized equipment and a "far more sweeping partnership" between unions and management.

Thomas Hackney of Amtrak predicted that by the mid-1990s, the passenger rail system will be paying three-quarters of its "own way" with its own revenues. Service and schedule achievement have been improving markedly, he said.

President M. J. Lapensky of Northwest Airlines envisioned greater productivity from new technology, better communications and bigger aircraft.

Promise of service

In the seminar on retirement, Charles Chamberlain, former president of the Railroad Signalmen and who is now the labor member of the Railroad Retirement Board, said that agency "will be in business for another 50 years."

Bert Seidman, director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security, said that "social security—the first level of protection for rail employees—is alive and well."

Robert J. Myers, executive director of the National Commission on Social Security Reform, which worked out compromise solutions to that agency's problems earlier in the year, said there will be no social security crisis in the 1980s, but warned of serious problems for Medicare.

Reagan plan hit for subsidies on foreign-built cargo ships

An Administration proposal to allow foreign-built vessels to receive operating subsidies would destroy America's private shipbuilding industry, two AFL-CIO departments testified before the House Merchant Marine subcommittee.

President Frank Drozak of the Maritime Trades Dept. warned of damage both to the national economy and national security if Congress eliminated the "build American" requirement for subsidies that are available to American-flag liners carrying cargo on scheduled international trade routes.

Ship construction subsidies were abolished early in the Reagan Administration, and Metal Trades Dept. President Paul Burnsky said the Administration's latest proposal "would export what jobs still remain."

Administration plan

When it wiped out construction subsidies, Congress granted temporary authority for U.S. shipowners to order vessels built in foreign yards without losing the right to operating subsidies. That authority has expired, although it still applied to a number of ships on order. The Administration wants to make authority for overseas construction part of permanent law and has also asked repeal of heavy tax penalties on major ship repairs done abroad.

It also wants to allow majority foreign ownership—from the present 49 percent maximum to 75 percent control—of U.S.-flag vessels.

Drozak, who is president of the Seafarers as well as of the Maritime Trades Dept., termed the Administration proposals "unwise foreign policy" as well as adding to the already high unemployment in the United States.

He questioned the wisdom of placing reliance "on overseas sources for facilities, materials and complex labor skills upon which an important national security asset rests."

Maritime unions had "high hopes" for this Administration, based on "clear-cut promises," Drozak said. He termed the apparent turnabout "puzzling and disturbing." To transfer national defense resources and jobs overseas would be "unwise, unjust and unacceptable," he insisted.

Burnsky told the subcommittee that the temporary "build foreign" authority Congress had granted caused the loss of some $2 billion in contracts to the U.S. shipbuilding industry and the elimination of thousands of jobs.

Shared burden

The "economic disaster" has been shared by suppliers and their employees as well, he noted.

Burnsky said the United States needs its shipbuilding resources but won't be able to retain them if U.S. shipyards must compete with foreign yards that exploit workers and ignore health and safety standards.

Subcommittee Chairman Mario Biaggi (D-N.Y.) introduced the Administration's bill at its request to allow it to be considered by the panel. But he has advanced an alternative proposal keyed to a federally established maritime development bank that would make low-interest loans to finance shipbuilding in the United States.

Mary Oswald dies at 50, wife of reseach director

Rockville, Md.—Mary Ellen Oswald, wife of AFL-CIO Research Director Rudy Oswald, died unexpectedly of a heart attack Aug. 2. She was 50.

Mrs. Oswald, a graduate of Marquette University, worked for many years as a public school health aide in the Washington, D.C., area.

In addition to her husband, she is survived by four children. Services were held Aug. 5 at St. Elizabeth's Church in Rockville.

Fringe benefit tax curbs supported

The AFL-CIO welcomed an effort by Congress to write into law guidelines on taxation of fringe benefits but urged changes in some provisions of a bill being considered by a House Ways & Means subcommittee.

The subcommittee, headed by Rep. Fortney H. Stark (D-Calif.), is seeking to resolve the long-simmering dispute over a 1977 attempt by the Internal Revenue Service to expand its definition of taxable income.

Under the IRS approach, workers could have been obligated to pay federal income tax on the value of such employment-related benefits as low-cost cafeteria meals, employee discounts and child care facilities.

Congress blocked IRS action to tax fringe benefits through a series of temporary prohibitions. Stark and Rep. Barber Conable, Jr. (R-N.Y.) have given bipartisan sponsorship to a bill clarifying the intent of Congress. Although Conable is the ranking Republican member of the Ways & Means Committee, the Administration has not yet taken a position on the legislation.

AFL-CIO Legislative Rep. Stephen Koplan told the subcommittee that the proposed legislation would represent "a reasonable approach to a very difficult problem" if it were amended so as not to penalize groups of workers whose jobs have traditionally carried with them certain privileges.

Under the Stark-Conable bill, there would be no tax on benefits that do not involve a substantial additional cost to the employer, or on working condition fringe benefits provided in connection with the employee's job. Such token items as a Christmas turkey or a company picnic would be excluded, as would discounts of up to 20 percent on goods and services, such as personal purchases made by store employees. Parking facilities would not be taxed if made available to employees on a non-discriminatory basis. And a college or school could continue to provide tuition reductions for its employees or their families.

Partial support

Koplan said the categories of tax-excluded benefits fall generally within the principles urged by the AFL-CIO, but the bill is too narrow in some respect.

An example, he said, would be the 20 percent discount limit on employee purchases. A more adequate dividing line, he urged, would be a provision limiting tax-free discounts to the amount of the employer's profit margin.

Likewise, the legislation should allow reciprocal benefits that do not have to be provided directly by an individual's employer, Koplan said. Examples would be space-available airline travel on other airlines as well as the employing company and tuition at other educational institutions than one's own employer.

Koplan welcomed the clear exclusion of health insurance benefits from taxation and stressed that "it would be grossly unfair to focus upon taxing workers' fringe benefits as a means to raise revenues and shrink deficits."

The tax structure is so loaded with loopholes that favor big business and the very wealthy that efforts to tax fringe benefits of employees should be "at the bottom end" of congressional priorities, Koplan said.

Any measure to tax worker benefits that are not now considered as taxable income should be undertaken only "within the context of an overall program of tax justice," he urged. America's workers already bear a larger share of the tax burden because of the "giveaways" legislated by Congress in the 1981 tax law, Koplan testified.

Means test rejected

Health bill for jobless wins House approval

Continued from Page 1

1983, and $1.54 billion in fiscal 1985. States with unemployment rates of 6 percent or less would be required to match 20 percent of their allotment, with the amount dropping to zero for states with the highest unemployment.

States would have considerable flexibility within federal guidelines to set up their own programs, but could not impose a means test. Generally, eligibility would be limited to persons who are receiving unemployment compensation or have exhausted their benefits and who do not have access to employer-provided or public health insurance. Priority would be given to those out of work at least a year.

States would have the right to charge a maximum of 5 percent of unemployment compensation payments for the health insurance coverage. But they could not charge more than 2 percent of the average jobless benefit for persons no longer receiving unemployment compensation. Benefits available would be set by states along federal guidelines but would include unlimited pregnancy-related services.

Ceilings raised

The House bill also authorizes funds to help hospitals that traditionally serve as health care "providers of last resort" for unemployed persons lacking health insurance—as is the case with many city or county hospitals. It also would raise the existing ceiling on federal funds for maternal and child health grants to the states.

House Republicans argued the legislation was too costly and, as Rep. Tim Valentine (R-N.C.) put it in the debate, "Enough is enough . . . the cupboard is bare."

The Republican whip, Rep. Trent Lott (Miss.), said President Reagan would veto the bill if it reached his desk.

Without such legislation, House Speaker Thomas P. O'Neill, Jr. countered, the only recourse for Americans who lose their jobs is "charity or the city almshouse."

In other action before the start of a month-long congressional recess:

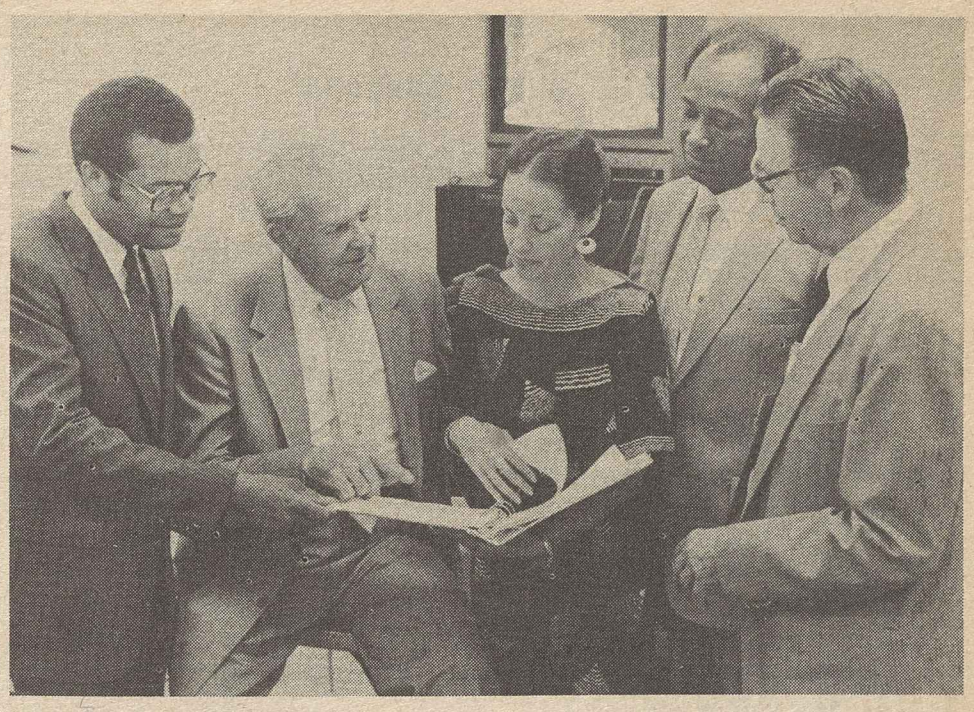
- The House approved a three-year extension of revenue-sharing grants for localities at a level higher than the Administration proposed, but less than the Government Operations Committee had recommended. Before passing the bill, it rejected by voice vote an amendment by Rep. Robert S. Walker (R-Pa.) to eliminate Davis-Bacon Act requirements on any construction funded under the program if paying lower wages would increase employment on the project.
- Congress approved and President Reagan signed into law emergency funding to avoid a sharp cutback in food stamp benefits.

Natural gas controls

- A House Energy subcommittee balked at Administration proposals for rapid decontrol of natural gas prices and moved a more limited bill up for consideration by the full committee.
- Both the House and Senate voted to block, at least until Oct. 15, new regulations by the Office of Management & Budget that would change rules governing layoffs, pay and promotions of federal employees and give broader powers to management.

Unions representing federal workers have been sharply critical of the proposal. The action was taken on a transportation appropriations bill the President must now decide whether to sign.

- A House Ways & Means subcommittee approved a bill to protect persons receiving social security disability benefits from being abruptly stricken from the eligibility rolls as a result of pressure to cut costs. The legislation would provide for continuation of benefits until an individual's appeal to an administrative law judge had been decided. In most cases, the government would be required to show medical improvement in a disabling condition before ending benefits.



Going cable

Using local cable television public access channels to provide news and information about labor topped the agenda at the founding meeting of the Labor Affairs Task Force for Pittsburgh Cable Television. Kathy Garmezy, cable coordinator for the AFL-CIO's Labor Institute of Public Affairs, explains LIPA's new pilot cable programming project. About 50 Pittsburgh area labor leaders attended the meeting to explore ways of producing labor's own programs. From left are Calvin Smiley, manager of Pittsburgh's Warner Cable outlet; President Paul Stackhouse of the Allegheny County AFL-CIO, Garmezy, AFL-CIO Regional Director Walter Waddy and President Julius Uehlein of the Pennsylvania AFL-CIO.

Poverty rate climbs to 15%, family income continues slide

Continued from Page 1

Among the findings reported for 1982 was that the poverty rate for black persons, at 35.6 percent was nearly three times the 12 percent rate for whites. Blacks make up about 12 percent of the nation's population but 28 percent of the poor. The poverty rate for Hispanic Americans was 29.9 percent.

More than 45 percent of poor families were headed by women, the survey found. The poverty rate was 56 percent for families headed by black women and 55 percent for families headed by Hispanic women—both about twice the 28 percent rate for families headed by white women.

Other highlights of the report:

- The Census Bureau found no increase in the number of poor persons aged 65 and older, and the poverty rate for the elderly actually dropped to 14.6 percent last year from 15.3 percent the year before. This was the first time that there was no significant difference between the poverty rates for the nation as a whole and for the elderly, the reported noted. It pointed out, however, that this was largely due to increases in the overall poverty rate. The elderly have fared better as a group than the general population in recent years, the bureau suggested, because of automatic cost-of-living increases in social security benefits and because so many of them are retired and thus "less adversely affected by rising unemployment."
- The number of children under 18 classified as poor jumped to 13.5 million over the year from 12.3 million, pushing the poverty rate for children up to 21.7 percent. Poverty rates also rose for other categories, such as married couples and households headed by males with no wife present.
- The median income for full-time male workers was $21,660, while the median for female workers was about 63 percent of this at $13,660.
- Median income for white families was down 1.43 percent after adjustment for inflation, from $24,959 to $24,603. For black families the decline was 3.4 percent—from $14,079 to $13,599. And median income for families of Spanish origin dropped 6.8 percent—from $17,406 in 1981 to $16,228 last year.
- Regionally, the South remained the poorest part of the country, with 18.1 percent of people in that section classified as poor compared with 13.3 percent in the Midwest, 13 percent in the Northeast and 14.1 percent in the West.
- The poverty rate was 19.9 percent for central city areas, but it was even higher at 22.1 percent for people living on farms. The overall rural poverty rate was given as 17.8 percent while the rate for suburban areas was 9.3 percent.

ERISA changes advocated, including insurance fee boost

The AFL-CIO and its Industrial Union Dept. endorsed higher premiums sought by the Pension Benefit Guaranty Corp. to insure single-employer plans, but urged changes in other parts of a bill being considered by the Senate Subcommittee on Labor.

The premiums, which are mandatory under the Employee Retirement Security Act (ERISA), are currently $2.60 a year per participant. To keep the program solvent, the agency is seeking a rise to $6 a year, and the AFL-CIO said the need is "imperative" and should be met.

IUD Research Director Richard Prosten, who testified along with pension experts from the Steelworkers and the Auto Workers, urged changes in the law that would "remove the incentive for employers to avoid payment of their obligations to plan participants and shift unfunded pension liabilities onto the termination system."

Stronger guarantees

The insurance program guarantees that workers will not lose their pension entitlements if their employer goes out of business or terminates the pension plan. But both the IUD and the AFL-CIO urged stronger measures to assure that an employer who stays in business doesn't terminate a pension plan in order to dump the obligation of the guaranteed benefits on to the insurance fund.

Prosten told the Senate panel that the changes the Pension Benefit Guaranty Corp. seeks in the law are intended primarily to protect the solvency of the fund, but don't adequately protect the pension rights of workers.

He proposed, as did the AFL-CIO statement, an alternative to plan termination for firms able to continue in business.

Subject to any collective bargaining obligations, Prosten said, employers wishing to end a pension plan should continue to be liable for the payment of all accrued benefits, including those which were not guaranteed under the insurance program.

The employer would not be obligated to pay for benefits based on employment after the plan termination, but could not evade payment for benefits based on past service.

Job training reporting rule backed

Congress and the Labor Dept. have a need to know how states implement the Job Training Partnership Act when it goes into effect on Oct. 1, the AFL-CIO told a House Government Operations subcommittee.

The subcommittee, headed by Rep. Barney Frank (D-Mass.), reopened its oversight hearings into start-up plans for the new employment and training law after the White House Office of Management & Budget blocked the Labor Dept. from requiring comprehensive progress reports from the states.

Dubious objections

OMB's complaint was that the reporting requirements would be overly burdensome and might somehow interfere with the flexibility of states to shape programs to local needs.

AFL-CIO Economist Markley Roberts challenged that assertion and told the subcommittee that the federation was dismayed by OMB's position. He agreed that the program is more decentralized than its predecessor but stressed that the federal government still has a responsibility to keep a close watch over its functioning.

"After all, JTPA is federal legislation," he stressed. "Its programs are supported out of federal dollars. The legislation addresses employment problems that are national in scope."

Despite the increased state role, Roberts insisted, all training programs should be measured against the same national standards "to make sure our job training system really delivers what is promised to the jobless people of this country."

Roberts noted that AFL-CIO President Lane Kirkland and top officials of other groups concerned with the effectiveness of the new legislation had urged OMB Director David Stockman to approve the proposed reporting requirements.

But after sitting on the proposed regulations for three months, OMB turned them down.

Roberts reiterated the AFL-CIO's support for the job training objectives of the law.

HRDI role

"We are making every effort, through our Human Resources Development Institute, to cooperate in establishing the new training system," he testified.

The AFL-CIO is "working through HRDI to establish the partnerships of government, labor and management that will be critical to success," Roberts said.

But nothing in the law "suggests that JTPA is just a giveaway to the states, Roberts added. To the contrary, he noted, the law mandates the Labor Dept. to establish criteria for measuring the legislation's impact "so Congress and the American people will know what we're getting for our money."

Penalizing the poor

The AFL-CIO pressed Congress to reject Administration proposals for further cuts in welfare assistance and programs for the needy and to start repairing some of the damage that has already been done.

A federation statement to a House Ways & Means subcommittee said past rounds of cutbacks "have increased the severity of suffering for millions of unemployed workers, the poor and the elderly."

Since 1981, it noted, "Congress has enacted Administration-supported measures which have penalized the poor and rewarded the wealthy.

"Workers and their families who have exhausted or were never covered by unemployment insurance are losing their homes, eating at soup kitchens, living in their cars and wandering through the country desperately looking for work."

One byproduct, the federation said, is that the number of children living in poverty is 2.5 million more than two years ago. "These children as well as others have lost food stamps, health care, school lunches and social services . . . and the poverty rate for children is climbing."

Miller brewery strike ends with higher pay, benefits

Milwaukee—Brewery Workers Local 9 won a new contract from Miller Brewing Co. providing wage gains totaling 17 percent over two years and a third-year increase tied to a negotiated wage pattern in the brewing industry.

A ratification vote of 856 to 281 on the 36-month contract ended an eight-week strike by production workers at the flagship Miller complex. Local President George Hilbert said at a news conference that workers will be recalled starting Aug. 8 as the brewery gears up production over the next 30 to 60 days.

Another agreement covering 70 laboratory technicians was reached three days after the initial Aug. 1 settlement. It is patterned after the production workers contract, but will run two months longer.

A third contract covering 200 sanitation workers at the brewery also expired on May 31, but has been extended day to day. The company has delayed bargaining on this agreement. Local 9 is a directly affiliated local of the AFL-CIO.

Workers at other Miller breweries, represented by the Machinists and the unaffiliated Teamsters, were not on strike.

In addition to the wage package, the union won an improved early retirement incentive and language barring Miller from contracting out work involving brewing, packaging and preparing beer for shipment—the core areas where most Local 9 members work.

The workers went on strike June 3 after rejecting company demands for job elimination and the right to transfer work to outside contractors.

The new contract runs to July 31, 1986. Membership approval of the strike-ending agreement was keyed to Miller's concession to an expiration date during the peak hot-season sales period for beer, Hilbert said. Miller had demanded an Oct. 31 expiration date.

$1.10 an hour more

The 17 percent wage gain translates into increases of $1.10 an hour in each of the first two years.

The contract also improves health and life insurance benefits, pensions and added the birthday of Dr. Martin Luther King, Jr., as a paid holiday.

A contract provision allows the company to cut 297 jobs, but nearly 340 Local 9 members are eligible for early retirement.

Under the retirement incentive, a 55-year-old worker would receive 24 monthly payments of $2,250 for a total of $54,000. Older employees would get fewer monthly payments. A 65-year-old worker would get six monthly payments of $2,250 for a total incentive of $13,500.

Hilbert said the union negotiated the third-year to the contract to improve job security, since some 900 more local members will become vested in the pension plan by the end of the contract in 1986.

Tapes of labor booklets to be made for the blind

Cassette tapes of labor publications soon may be available to blind students and others.

The National Capital Area Trade Union Retirees Club, aided by the George Meany Center for Labor Studies, will record cassettes on a number of AFL-CIO pamphlets.

Sample cassettes will be offered to colleges and universities with labor relations programs, so the tapes can be evaluated for their potential use by blind students.

Gain from merger hailed at UFCW's convention

Montreal—Energetic organizing, collective bargaining and political action programs topped the Food & Commercial Workers convention agenda.

The delegates, representing some 1.3 million workers who are members of the AFL-CIO's largest affiliate, celebrated the UFCW's fourth anniversary and the union's first regular convention since it was founded in 1979 with the merger of the Retail Clerks and the Meat Cutters.

President William H. Wynn in his keynote speech said the union "is greater today than the sum of its former parts, and . . . those parts were great on their own."

The merger was intended "to draw the best from the Clerk and Cutter traditions" and at the same time "to build a new union with an evolving tradition of its own, and I believe we have succeeded," Wynn said.

Exceeded expectations

He called the consolidation of the unions more successful "than even the most optimistic among us dared to hope four years ago."

Wynn praised the UFCW's organizing efforts that have brought representation rights to more than 180,000 workers since 1979, and he stressed that "no combined four-year organizing total for Clerks or Cutters ever equaled that number."

He told the convention that the UFCW must continue efforts to expand its participation in the political process "so we can elect people at every level of government who will respond fairly to our interests and decently represent working people everywhere."

Citing the hardship brought on working people by the Reagan recession and the Administration's anti-union stance, Wynn told the delegates that although this Administration labels itself conservative, "it conserves nothing. Not fairness, not human justice, not government of, by and for the people. It conserves only the fortunes of the very rich for the very rich."

Labor's place

Labor belongs "in the thick of the political process" Wynn said, because what happens in Washington, D.C., "has an effect, for good or ill, in Detroit, in Des Moines and Dakota City."

He warned that any concessions in bargaining made by the union during the recession should not be misinterpreted as a change in the UFCW's philosophy or direction, but should be seen as "our accommodation to economic realities."

"We have not forgotten our heritage nor abandoned our militancy. Every inch we have given we have yielded only grudgingly and with but temporary acceptance," he asserted.

As economic realities change, Wynn said, "we will once again be in the vanguard to regain our fair share."

Delegates unanimously re-elected Wynn to his second term and elected Sec.-Treas. Anthony J. Lutty to his first full term.

Lutty was named to the post by the union's executive board in 1980 following the resignation of Samuel J. Talerico, the merged union's first secretary-treasurer.

Vital signs

AFL-CIO President Lane Kirkland called the UFCW's "readiness for action and its wholehearted response to every challenge" a "vital life sign" of the health of the trade union movement which he said "is as strong today as ever in our history."

The labor movement is and will remain strong, Kirkland said, because it is "a dynamic instrument of change, put together by working people to defend and advance their own interests as they see those interests today—not yesterday or in the distant future."

Kirkland stressed that changes in the workplace, in technology or in elected officials do not make the fundamental principles of trade unionism obsolete.

As long as people have to earn their living by agreeing to work for others, they will need to create unions as "instruments for mutual progress," Kirkland said.

In other convention action, the delegates re-elected the union's three executive vice presidents and 42 vice presidents. The new Canadian vice president is Frank Benn of Toronto. He succeeds Romeo Mathieu, who retired.

Other speakers at the opening sessions of the five-day convention included former Vice President Walter F. Mondale, Canadian Labor Congress President Dennis McDermott, Shirley Carr, a CLC vice president, and Jean Drapeau, mayor of Montreal.

W. G. Pendergrass dies, former regional head

Tulsa, Okla.—Woodrow G. Pendergrass, a retired regional AFL-CIO director, died July 29 at St. Francis Hospital here of heart failure. He was 69.

He had been a regional director in the Southwest from 1955 until his retirement in 1976. Prior to that, he had been on the AFL organizing staff.

Earlier, Pendergrass had been secretary-treasurer and business agent of a Bakery & Confectionery Workers local and a business agent for a Service Employees local.

Funeral services were held Aug. 2 in Tulsa. He is survived by his wife, Bessie, and three children.

Bill to extend jobless pay falls short of needs

The AFL-CIO welcomed House passage of legislation that would restore additional weeks of federal supplemental unemployment benefits in 25 states affected by a controversial Labor Dept. interpretation of existing law. But much more is needed to shore up the nation's unemployment insurance system, the federation stressed in Senate testimony.

Bert Seidman, director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security, said cutbacks made by Congress early in the Reagan Administration have come close to wiping out the program of extended state-federal benefits that is supposed to be triggered by high unemployment.

Only two states and Puerto Rico still pay the 13 weeks of extended benefits that would have been available nationwide before Congress eliminated the national trigger in the law. Congress also made it substantially more difficult to trigger-on the extended benefit program in high-unemployment states and changed the rules so as to further curtail the program.

As a result, Seidman stressed in testimony to a Senate Finance subcommittee, "extended benefits are not available even in states experiencing catastrophic levels of long-term unemployment."

The extended benefit program, which now exists largely on paper, provides a maximum of 13 weeks of further payments to workers still unemployed after exhausting the maximum 26 weeks of regular state benefits.

Elimination of the national trigger for the extended unemployment benefits program has deprived 600,000 jobless workers of benefits, Seidman said. And changes in calculation of the state trigger have ended payments in states with critically high unemployment.

Program trimmed

The stopgap program of federal supplemental benefits is due to expire at the end of September and has already been trimmed back, Seidman noted.

It allows a maximum of 14 weeks of added payments, down from 16 when the program was inaugurated last year. But because of unrealistic state triggers, only three states now have maximum benefits.

When Congress last extended the program, it cut back the weeks of entitlement but specified that no state would drop more than four weeks from the benefit duration in effect at the end of March, when the original program ran out.

The Labor Dept. first interpreted this as a permanent guarantee, but subsequently decided that it applied only at the time of the changeover last April.

The effect of the House bill, which the Administration opposes, would be to return to the original Labor Dept. interpretation of the law.

Seidman said the nation's persistent high unemployment points up the need for at least 26 weeks of federal supplemental benefits, funded from general revenues, without regard to state trigger levels. Experience with the long-lasting recession has made it clear, he insisted, "that insured unemployment rates are no measure of total unemployment and are defective measures of the need for extended and federal supplemental benefits."

Of the more than 11 million workers officially counted as unemployed, Seidman stressed, 60 percent are not receiving unemployment compensation. And of the 2.9 million persons who have been without jobs for more than six months, two-thirds do not receive extended or federal supplemental benefits.

In another area, Seidman expressed the AFL-CIO's opposition to a bill being considered by the subcommittee that would repeal a section of the Social Security Act changes Congress adopted earlier this year.

Interest income

The section in question requires inclusion of tax-exempt interest income, such as dividends from state and local bonds, in determining whether an individual's income is high enough to add one-half of social security payments to taxable income.

There is no tax if total income, including one-half of social security benefits, is under $25,000 for an individual or $32,000 for a couple.

The tax provision is keyed to ability to pay, Seidman noted, and that ability is not affected by the source of the income.

Hopes for land reform battered in El Salvador

El Salvador's beleaguered land reform program is "alive, but not well," according to a study by the AFL-CIO's American Institute for Free Labor Development.

AIFLD's Executive Director William C. Doherty, Jr., in testimony submitted to the Senate Foreign Relations Committee, said that even though El Salvador's trade unionists and campesinos, or small farmers, had successfully pressed the country's constituent assembly to continue the three-year-old program, the victory "did not signal by any means the end of landlord resistance to the process."

The study on agrarian reform conducted by AIFLD and other organizations shows "mixed" results in the Salvadoran government's efforts to help campesinos apply for, buy and obtain title to the land they work, Doherty said.

The study reveals rates of evictions of the campesinos from their land are much higher than those cited by the Reagan Administration in its report to Congress on human rights and land reform progress in El Salvador.

Congress reviews progress in those areas every six months before deciding whether to continue aid to the country.

Doherty said the study shows a sharp increase in legal opposition by landlords to thwart campesinos' claims. He also cited a tilt in favor of landlords by the government agency that decides the cases.

Justice sought

In his testimony, Doherty repeated the AFL-CIO's position that military aid to El Salvador should be ended until the country's judiciary system satisfactorily handles the case bogged down in the courts against the killers of Mark Pearlman and Michael Hammer, two AIFLD representatives who were gunned down in El Salvador in 1981 along with Jose Rodolfo Viera, head of the land reform agency.

"The AFL-CIO continues to believe that military aid to El Salvador should be suspended until there is progress in obtaining justice in this case as well as the cases of other U.S. citizens," Doherty said.

Doherty told the committee that AIFLD and the other organizations participating in the recently completed study had agreed not to release full results until the statistics had been analyzed and discussed.

Other organizations backing the study were the U.S. Agency for International Development, the Salvadoran National Farmers' Bank (FINATA) that administers the land reform program, and the Popular Democratic Union, an alliance of moderate organizations including trade unions representing both urban and rural workers.

But Doherty did disclose that the key conclusions of the study show that as of July, 9,067 campesinos had been evicted from land they had a right to obtain through the program.

He pointed out that campesino organizations participating in the study define an evictee as anyone forced to leave land they have been working whether or not they have filed applications to buy the land under the reform program.

Doherty said FINATA, however, counts only 5,634 evictions using the definition that only a person who had at least filed an application for the land should be considered an evictee.

Doherty also pointed out that the land reform program is threatened by provisions in El Salvador's draft constitution, which, if adopted in their present form, would spell the end of the reforms.

Supporting more aid

He told the committee that the AFL-CIO favors "a sufficiently high level of economic aid" for Central America, particularly for El Salvador, "so that conditions of poverty and injustice" can be eliminated and genuine democratic government can be obtained by the Salvadoran people.

But if the land reform program should be terminated, Doherty said, "the U.S. government under current law would be required to end economic aid to El Salvador," and "under those circumstances" the AFL-CIO would support termination of economic aid.

Stove Workers vote to increase dues, per capita

Colorado Springs, Colo.—Delegates to the Stove, Furnace & Allied Workers triennial convention voted to increase monthly dues and per capita payments and adopted a number of constitutional changes.

The two new revenue measures call for raising membership dues to $14 per month from $9.50, and boosting the per capita from $6.50 to $10.

Coinciding with the increase was a measure to rescind the out-of-work dues payments by unemployed members. The delegates ratified a resolution ending the $1.65 monthly fee for the first 12 months of unemployment. For members out of work more than a year, there will be a $25 reinstatement charge when that worker is rehired in a contract shop.

Constitutional changes

Delegates also approved changes in the union's constitution dealing with elections, trials, charges and other matters.

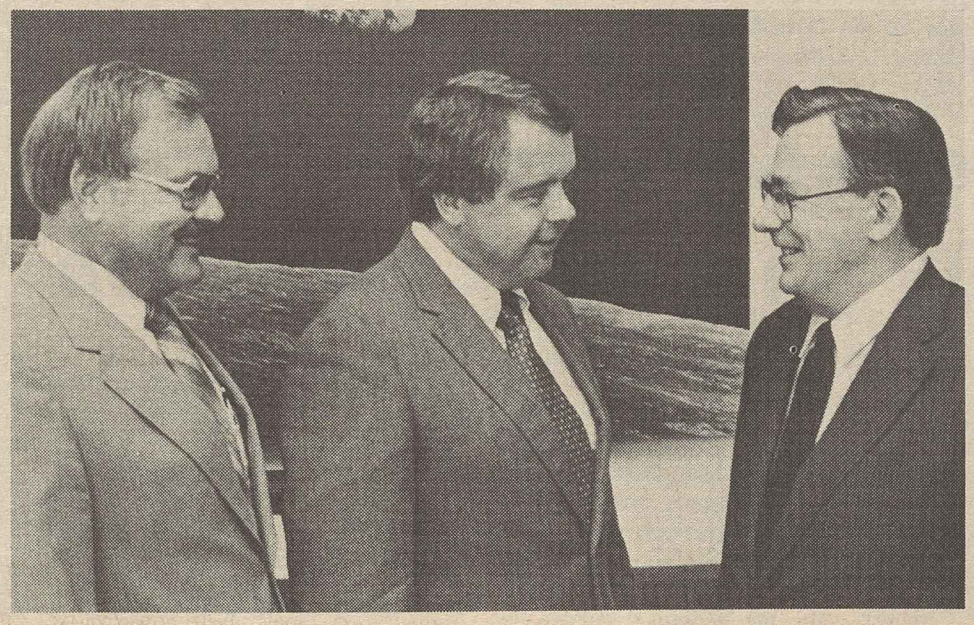
Thomas B. Kemme was elected to his first full three-year term as president. He had been elected by the union's executive board in early 1982 to fill out the term of George E. Pierson, who died in October 1981.

Daniel Phillips was elected as the new secretary-treasurer over incumbent George E. Sodam. E. Ray Sullivan was re-elected first vice president. Richard Backer was elected second vice president, Gary Meyer, third vice president, and Robert Voelkel was re-elected fourth vice president. The new term of office begins Oct. 1, 1983.

The convention called for passage of labor-backed legislation on plant closings and plant relocations—problems that have seriously affected the union's members.

Other adopted resolutions dealt with organizing, union-made products, and support for Solidarity Day III, equal pay for comparable work and the Equal Rights Amendment.

Delegates voiced opposition against the use of genetic screening and lie detectors in hiring, and the use of union-busting consultants by employers.



New leadership

AFL-CIO President Lane Kirkland congratulates the two new leaders of the Grain Millers—President Robert Willis, left, and Sec.-Treas. Larry R. Jackson. They were elected at the union's convention in June. Willis served as executive vice president since 1979 and Jackson as a vice president since 1973.

Congress acts to strengthen Railroad Retirement System

Continued from Page 1

workforce has plunged from 514,000 to 338,000 while the number of retirees receiving pensions continued to mount.

Railroad workers and employers make equal payments into the so-called Tier I of the retirement system, which is comparable to social security and involves an interchange of funds between the two systems.

When the two systems were closely coordinated in 1975, the federal government was supposed to reimburse the railroad retirement fund for additional obligations it incurred, but the payments were inadequate for several of the years since then. The new legislation mandates a federal payment of the $1.7 billion "owed" to the system in three annual installments.

The Tier I benefits would also be brought closer in line with social security. One byproduct is a reduced benefit for workers who retire before age 62. Previously, employees with 30 years of covered railroad service could retire at age 60.

Tier II is comparable to a private pension program and is largely paid for by employers. Both the 11.75 percent employer payroll tax on this portion of the system and the 2 percent employee tax would be increased in steps.

Subject to tax

The legislation would also make Tier II benefits in excess of the employee contribution subject to income taxes as is the case with other private pensions. But until the start of the 1989 fiscal year, the added income tax revenue would go into the retirement fund.

Unemployment insurance is also handled through the Railroad Retirement System rather than state programs and the legislation directs a study on proposals to improve the system. Two steps are taken in the new bill—a rise in the wage base on which employers pay unemployment insurance taxes from $400 to $600 a month and a 14-day waiting period before unemployment benefits can be paid during a strike. The present waiting period is seven days.

The sharp drop in railroad employment has had a double impact. It has reduced revenue from the payroll tax and drained the unemployment insurance fund, obligating it to borrow from retirement reserves.

The Railway Labor Executives' Association termed the legislation acted on by Congress "the only feasible solution" to the funding crisis.

ILA strengthens 50-mile rule on container cargo

New York—Reopened negotiations in the Longshoremen's agreement with the shipping industry yielded stronger containerized cargo rules that will preserve jobs on the docks.

The new contract language, to become part of the ILA's master agreement at Atlantic and Gulf Coast ports, tightens rules that assure ILA members the right to pack and unpack consolidated cargo containers within 50 miles of a port. About 50,000 workers are covered by the pact.

The ILA had completed most negotiations on its new, three-year contract with the shipping associations in April, nearly six months before the Sept. 30 expiration date of the current contract. But a legal challenge to the 50-mile rule in a New Orleans court and violations of the rule by carriers prompted the union to invoke its right to reopen talks on the issue.

ILA President Thomas W. Gleason said that the 50-mile rule, the subject of a decade of legal challenges, had been upheld by the National Labor Relations Board, and the solution to the violations of the agreement lay in carriers' stricter control over the containers they handle.

Key features of the container agreement between the union and the 200-company Carriers Container Council include creation of a union-management committee to handle disputes over the rules on 24 hours' notice as well as expanded requirements for documentation to be provided by the carriers to help the union determine which containers are subject to the rules.

The terms will give the ILA the right to withhold labor from employers who fail to correct violations of the rules and establishes a system of penalties.

Agreement on the container rules clears the way for resolution of a number of issues in local agreements and ratification by the ILA membership.

Holiday for King

The House voted 338-90 for a labor-supported bill to make the anniversary of the birth of Dr. Martin Luther King, Jr., a national holiday.

Dr. King, who was the leading figure in the civil rights movement until he was slain in 1968 while in Memphis to help striking sanitation workers win union recognition, was born on Jan. 15, 1929. The House-passed bill would designate the third Monday of January as a legal holiday in his memory.

The legislation, which was urged in an AFL-CIO convention resolution, now goes to the Senate. The Reagan Administration opposes a workday holiday and prefers shifting the observance date to a Sunday.

PATCO reunions mark anniversary

Former Air Traffic Controllers are observing the second anniversary of their historic strike with a series of local reunions around the country.

Some 11,000 PATCO members were fired by President Reagan several days after the strike began on Aug. 3, 1981, and were told they would not be reinstated as controllers.

About 30 gatherings are planned, including events in Baltimore, New York, Boston, Chicago, Kansas City, St. Louis, and Leesburg, Va.

Events are also scheduled in Denver and Dallas which will be attended by former PATCO President Gary Eads who now heads the United States Air Traffic Controllers Organization. USATCO works for the interests of the dismissed controllers.

Gary Greene and Ron May, former PATCO local officers serving 90-day sentences on felony charges stemming from the strike, will both be released—early for good behavior—from the Fort Worth, Tex., federal jail about the time of the anniversary.

However, USATCO said seven controllers still face jail terms of from 30 to 90 days on charges related to the strike.

Not so grand

Washington State building trades craftsmen protest the use of nonunion contractors at the Grand Coulee Dam. The more than 1,000 marchers also voiced concern over the Reagan Administration's retreat on the Davis-Bacon law. Rep. Tom Foley (D-Wash.), along with Washington State AFL-CIO President Marvin Williams, Executive Sec. Robert Dilger of the Washington State Building & Construction Trades Council and retired Ironworker Ken Webster, called for full enforcement of the prevailing wage law and jobs programs to improve the economy.

First-half wage settlement average held down by impact of recession

The Reagan Recession and union contract concessions in stricken industries held the average annual wage gain in major collective bargaining settlements during the first half of 1983 to 2.7 percent, the smallest rise in 15 years.

The Labor Dept. survey of major contract settlements—those covering 1,000 workers or more—found that the average first-year pay increase in multi-year contracts reached in the January-June period was only nine-tenths of 1 percent, also a record low since the Bureau of Labor Statistics began keeping track of these settlements.

AFL-CIO Research Director Rudy Oswald stressed that the averages bear no relation to the actual settlement patterns. He pointed out that pay increases averaging 5.9 percent in the first contract year and 5.2 percent annually when measured over the life of the agreements were negotiated for about half the 1.2 million workers covered by settlements reached in the first six months of the year.

Cuts and freezes

Dragging down the overall averages were wage cuts for about a fourth of the affected workers and wage freezes for another one-fifth of the total.

The wage reductions were accepted by about 275,000 steelworkers and 50,000 construction workers as job-saving measures in depressed industries. Almost all of the pay cuts in basic steel will be restored before the expiration of the 41-month contracts. About half the construction workers who took cuts also will have their pay restored later in the term of their contracts.

Industries in which wage gains were negotiated during the first half of 1983 include public utilities, retail trade, electrical machinery, glass manufacturing, airlines and construction.

Settlements with no specified wage changes were reached in aluminum manufacturing, agricultural implement manufacturing and construction, among other industries.

Economist Markley Roberts in the AFL-CIO Dept. of Economic Research, in commenting on the BLS report, attributed the drop-off in the wage increase averages to the "engineered recession" brought on by the policies of the Reagan Administration.

Roberts said the economic upturn is now changing the bargaining climate and predicted that "the aggressiveness of union negotiators will increase as more money comes into the corporate coffers."

The averages for the first six months of 1983 compared with increases averaging 8.4 percent in the first year and 6.7 percent annually over the life of contract settlements the last time the same parties negotiated—in most cases two to three years ago.

Construction settlements for the first half of the year covered nearly 370,000 workers and produced the industry's smallest average wage increase for any six-month period since the BLS series began—1.6 percent for the first contract year and 2.5 percent annually over the contract term.

The BLS also measures combined wage and benefit changes in units of 5,000 workers or more. During the first half of 1983, these total compensation adjustments went up an average of 1.1 percent in the first contract year and 2.5 percent annually when measured over the full contract term.

In addition to the specified wage changes, nearly 550,000 workers under the first-half settlements are covered by cost-of-living adjustment clauses not included in the averages.

Wage changes

In all, about 8.1 million workers are in the private industry bargaining units of 1,000 or more which are covered by the BLS survey. Of this total, 4.6 million workers were subject to wage changes—increases or decreases—in the first half of 1983 resulting from collective bargaining settlements during the period, deferred changes negotiated in earlier periods, or COLA adjustments.

For workers receiving deferred wage increases during the period, the average gain was 2.8 percent. Of the 3 million workers subject to COLA reviews, about 1.8 million received increases averaging 0.9 percent, 390,000 took COLA reductions and about 800,000 received no wage changes.

Steelworkers denounce new import tactic

Pittsburgh—The Steelworkers pledged to fight "every way we can" Wheeling-Pittsburgh Corp.'s plan to import steel slabs from Brazil for finishing in U.S. mills.

USWA President Lloyd McBride said the union plans to file lawsuits, grievances and trade law violation complaints to block the company's plan to buy steel slabs from the government-subsidized Brazilian steel industry and finish them at facilities in Steubenville, Ohio, and Allenport, Pa.

USWA District 23 Director Paul Rusen, who heads the Wheeling-Pittsburgh negotiating committee representing about 10,000 workers, said the company told him of the scheme in late July. He said the proposed deal would involve the purchase by Brazil of $40 million in Wheeling-Pittsburgh preferred stock in exchage for an order of about 300,000 tons of unfinished steel slabs.

The union is also fighting a U.S. Steel Corp. move to buy steel slabs from British Steel Corp. at a cost of many jobs in that company's steelmaking operations.

The Wheeling-Pittsburgh deal with Brazil, "could kill steel melting capacity" at the company's mills, Rusen warned.

In a telegram to Brazil's minister of finance, McBride urged the country's government "to discourage any arrangement which would violate the obligations of your government under the General Agreement on Tariffs & Trade or laws of the United States."

Loss of jobs

The union is strongly opposed to the deal, and if it goes through will use "every legal means available to us to oppose the importation of subsidized steel from Brazil. We simply cannot tolerate the loss of American jobs through unfair trade practices which violate the laws of the United States," McBride warned.

Rusen said he and District 15 Director Andrew Palm have arranged to meet with the six senators from Ohio, Pennsylvania and West Virginia to discuss the "illegal aspects" of the proposed plan, which the union stresses would violate provisions of the Trade Act of 1974 that deal with subsidized imports.

"This suggested arrangement would be with a military dictatorship through its state-owned steel company," Rusen said, pointing out that Brazil has been criticized for jailing of members of the metalworkers union.

Rusen said the situation should be debated in the public sector because "it is too important a decision for a few corporate executives to make, for thousands of jobs . . . are at stake."

UAW wins trade adjustment decision

A federal judge has ordered Labor Sec. Raymond J. Donovan to drop an illegal interpretation of eligibility rules for trade adjustment assistance and to begin payments of benefits denied to thousands of Auto Workers whose jobs were wiped out by imports.

Judge Joyce Green of the U.S. District Court for the District of Columbia ruled that the Labor Dept. cannot subtract weeks in which workers received certain "non-regular" wages from the 26 weeks of continuous service required to be eligible to receive the federal TAA benefits.

The Labor Dept. refused to count weeks during which workers received vacation pay, holiday pay, sickness or accident compensation, disability pay, workers compensation, military pay, back pay, retroactive job reinstatement compensation, or pay under a grievance or arbitration settlement.

From 5,000 to 15,000 UAW members may have been denied benefits under the stringent interpretation of the rules, the union said.

UAW President Owen Bieber hailed the decision, stressing that it is the third victory in three lawsuits the union has brought against the Labor Dept. over TAA benefit claims.

Bieber said all three decisions point up "the deliberate sabotage by this Administration of protection workers should have received under the Trade Act of 1974," the law that provides for aid and training programs for workers who have lost jobs because of import competition.

In her decision, Green said the intent of the trade law was to make benefits readily available, especially to longer term workers.

The Labor Dept.'s arbitrary and strict interpretations of the 26-week standard "mercilessly defeats that purpose" by tending to cut off many long-service workers from benefits to which they are entitled, she said.

Green ordered the Labor Dept. to begin a review of all denials of TAA benefits under the 26-week eligibility test and to certify benefits for all workers illegally denied the aid.

Other cases

In the earlier decisions, the same court ordered Donovan to reopen training programs to thousands of workers who, although they were certified to receive the benefits by the Labor Dept., were denied access to training because Donovan cut off the funds that were earmarked by Congress to be spent on training programs.

The court also ordered the department to reimburse workers who had paid for retraining instruction out of their own pockets.

Last February, another federal judge stopped Donovan from collecting unemployment compensation overpayments from recipients who unknowingly accepted the extra benefits.

Roosevelt Watts dies, TWU official

New York—Roosevelt Watts, secretary-treasurer of the Transport Workers since 1974, died of cancer on July 29 at Astoria General Hospital.

Watts, who was 68, joined the TWU in 1941 as a trolley-car operator. After serving as shop steward, depot chairman, executive board member and vice president of TWU Local 100, he became a member of the union's executive board in 1960 and was elected a vice president in 1968.

AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue, in expressing sympathy to Watt's family and union, said, "His integrity and high qualities of leadership brought honor to the union he served so faithfully for so many years and to the American labor movement as a whole."

Watts was a member of the A. Philip Randolph Institute and the National Association for the Advancement of Colored People.

Funeral services were Aug. 3. Watts is survived by his wife, Sadie, three children and seven grandchildren.

EDITORIALS

'Something Is Wrong'

LACK OF CHEESE did not cause poverty to rise to its highest level since 1965. Nor will all the cheese in Wisconsin raise the living standards of more than 34 million Americans the Census Bureau identified as having incomes below the poverty line.

This is not to disparage President Reagan's proper concern at the existence of hunger in a country that has a costly problem stockpiling food that can't be sold at a profit here or abroad.

Mr. Reagan, it appears, read some newspaper accounts of people who didn't have enough to eat and he was "deeply concerned."

With considerable eloquence, the President said that "if even one American child is forced to go to bed hungry at night, or if one senior citizen is denied the dignity of proper nutrition, that is a national tragedy. We are too generous a people to allow this to happen."

No one will quarrel with his order for an increased distribution of surplus cheese to the needy, revoking a cutback ordered after some store owners complained they sold less cheese when poor people could get it free from the government.

But surplus cheese wasn't what another president, Lyndon Baines Johnson, had in mind when he went before a joint session of Congress in 1964 to declare "unconditional war on poverty in America."

OVER THE NEXT year, LBJ sent to Congress legislative proposals to back up the rhetoric—for employment and job training programs, for extension of unemployment insurance and higher benefits.

He called on Congress to authorize community action programs shaped in the neighborhoods where they would function, to fund day care centers and public works.

LBJ sought major outlays for housing. His Administration supported a higher minimum wage and proposed raising the premium rate for overtime under the wage-hour law so as to encourage employers to hire additional workers.

A 5 percent unemployment rate was "intolerably high," and President Johnson said the nation "cannot rest" until there are "job opportunities for all those able and wanting to work."

No, these programs didn't end poverty. But they brought it down—from 17.3 percent to 12.8 percent just during the Johnson Administration.

The programs that were put in place then—an updated version of Franklin Roosevelt's New Deal—were the essential safety net that less-activist presidents kept in place and that President Reagan promised to preserve when he took office.

There would be fewer people hungry, fewer families below the poverty line, if he had kept that promise.

MR. REAGAN is "perplexed" that people are in need. If the poor are not being helped, "then something is wrong," he wrote in a memo directing White House Counselor Edwin W. Meese III to recruit a task force to investigate the problem and bring back a "no-holds barred" report.

Now task forces have their place, and often a most useful one.

If it does its job, the "no-holds-barred" report will take note of the harsh and deep cuts imposed under this Administration in job programs and welfare assistance, in child care and school lunches, in unemployment insurance and public housing, in grants to the states for social services and in health care.

The Salvation Army is surely among the least political of organizations, and its public affairs director applauded the formation of a task force on hunger.

But he added pointedly that compounding the economic recession has been "the sharp cut in social programs over the last few years." There's no way that could be done without hurting people, he insisted.

Come to think of it, it's as good a "no-holds-barred" analysis as President Reagan is likely to get from his task force.

That leaves just the follow-up question: What does the President intend to do about it? For the good of America, the answer must not be "Stay the course."

'It's a Date'

Washington Window

Slashing health benefits no remedy for high costs

By Press Associates, Inc.

Price increases for most goods and services have been restrained by the 1981-82 recession and world energy and food surpluses. But the one glaring exception has been medical care costs, which have been escalating while some other consumer costs were actually falling.

Runaway medical costs have been especially hard on older Americans, who need health services more often and whose Medicare and Medicaid benefits have been reduced by health care inflation and by federal budget cuts.

This crisis was the focus of a recent convention held by the National Council of Senior Citizens, a 4-million member organization formed in 1961 in the fight for Medicare legislation.

Some 2,000 of the seniors who rallied under a blazing sun across from the White House bore two main messages on their placards: "No More Medicare and Medicaid Cuts," and "Cap Health Care Costs."

Medicare, created in 1965 as part of social security, is headed toward financial insolvency in the late 1990s due to soaring medical inflation.

Rescue plan

To bring Medicare payments and revenues back into line without cutting benefits or raising taxes, Sen. Edward M. Kennedy (D-Mass.) recently presented a Medicare Rescue Plan.

Now being drafted into legislation, the plan would hold doctor and hospital charges to the general level of inflation. It also would provide incentives for savings instead of the cost overruns and profiteering encouraged by the present Medicare system.

The Kennedy plan is more comprehensive than previous hospital cost-containment proposals and goes much farther than the limited cost-control legislation for Medicare enacted early this year at the Reagan Administration's request.

Rather than following up on the cost-control approach, the Administration, unfortunately, has proposed further Medicare cuts. It also wants to tax employee health insurance benefits above a certain, arbitrary limit.

The Administration also clings to its free market mythology as expressed in its proposed Medicare voucher system under which the elderly sick would shop around for health care on the open market.

Faulty market

Of course, the health care system in this country bears little resemblance to a free market in which prices respond to competition and supply and demand.

This is why medical costs rose at twice the pace of the overall consumer price index during the 1970s. And during most of the past two years of deep recession, medical costs rose three times as fast as the general inflation rate.

Today more than 10 percent of the nation's gross national product goes for health care. This is double the 1960 percentage and exceeds the proportion of GNP spent by European nations which have full national health insurance.

Instead of attacking the problem at the source by capping inflation, the Administration is seeking to cut $28 billion more from Medicare and Medicaid over the next five years. This would mean further cuts in services and out-of-pocket costs for elderly and low-income citizens.

Today, only 44 percent of the medical costs of the elderly are reimbursed by Medicare. Many choose to forgo health care because they can't afford it—the very situation which the Medicare program was enacted to prevent.

The Kennedy plan is a good beginning. In the long run, a cap on medical inflation should become part of a universal, comprehensive national health insurance program.

AFL-CIO news

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Vol. 28, No. 31 SATURDAY, AUGUST 6, 1983

The AFL-CIO News (ISSN 001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
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MEMO FROM COPE

Thriving Through Failure

A look at history, backers, performance of open shop movement now in its 80th year

(FIRST OF TWO ARTICLES)

Some people claim right-to-work-for-less promoters tried to ooze their way into King John's good graces back in 1215 A.D. to con him into including an open shop provision in the Magna Carta, but that's not so. It just *seems* for-lessers have been hustling their wares that long.

Actually, they're only in their 80th year of it. In 1903, the corporate and business chieftains of the National Association of Manufacturers (which hasn't changed any in these eight decades since) stated in a Declaration of Principle that launched the original union-busting open shop campaign: "No person shall be refused employment or in any way discriminated against on account of membership or non-membership in any labor organization."

(By a noncurious noncoincidence, the language of the 1903 declaration exists almost verbatim as part of most of the 20 state open shop laws now on the books. The Texas law, for example, reads: "No person shall be denied employment on account of membership or non-membership in a labor union.")

And so the movement began as an employer's instrument, funded by employers and their associations. (The U.S. Chamber, formed in 1921, promptly joined the NAM, saying: "We believe in the principle of the open shop.")

It has never changed. The movement today is headed by, directed by, and primarily funded by employers and their associations.

Never a Workers' Movement

At no time in its 80 years has "right to work" been a workers' movement. At no time has its structure included more than a few token wage-earners. At no time have workers provided an appreciable part of its funding. At no time have workers in any large numbers supported state RTW ballot initiatives. At no time has it been anything but a movement of, by and for employers.

The movement has reciprocated workers' hostility to its objectives. It is wholly hostile to theirs. Hiding behind pretty slogans about protecting the "individual freedom" of workers, its sole purpose has been to weaken unions in all respects and to restore employers to the absolute workplace sovereignty that was theirs before unions came along.

Nothing more clearly reveals the goals of the movement and the corporate/business source of its leadership than the history of the National Right to Work Committee, the mainspring of state open shop drives and a leader, as well, in almost all union-weakening and worker-weakening efforts in state and national legislatures.

The committee opened shop (no pun intended) in January 1955—*not* at the urging or the initiative of workers anxious to throw off the yoke of "union bosses"—but as the brainchild of a rich, right-wing industrialist and a union-busting attorney.

The two were: Edwin S. Dillard, a manufacturer who broke unions in several plants he owned in Virginia and the Carolinas; and lawyer Whiteford Blakeney whose management clients included J. P. Stevens and Deering-Milliken, textile firms who bow to none in their rigid anti-unionism. J. P. Stevens openly violated the nation's labor laws for years in refusing to recognize the union voted for by its employes. Deering-Milliken once shut a plant down because its employees voted for a union.

Dillard and Blakeney chose former Rep. Fred Hartley (the other side of the hyphen in Taft-Hartley) as NRTWC's first chief executive officer. Their first board of directors consisted of eight employers, a top management lawyer, two anti-union former members of Congress, and four dissident unionists. Among the latter was W. B. Harrison—himself a disgruntled former rail union member who had for two years fronted for a right-wing corporate association, the National Labor-Management Foundation. Its stated purpose was to "stop the runaway power of big labor."

The reality was clear from the start: An organization controlled and run by employers who purported to be in business to "free" workers. In the 28 years since, employers have continued to pull all the important strings. Of the 133 past and present members of the NRTWC board and the board of its spin-off legal arm—the NRTW Legal Foundation—98 have been from the ranks of employers, trade group leaders, anti-union attorneys, former members of Congress cut from the same cloth as Hartley, and wives of businessmen. Approximately 30 claimed a worker background. Many of these wound up making a living, briefly, out of the RTW movement.

(Harrison himself was charged with the responsibility of "securing five million hourly or weekly wage worker-members." Seldom has optimism so completely triumphed over common sense. A national convention of all worker-members probably could be held comfortably in the office of Reed Larson, NRTWC operational director, for whom Harrison was shunted aside 25 years ago. It's a long time since they've talked about "five million" worker-members.)

In addition to the umbilical link between the employer community and the NRTWC and its legal arm has been the long-standing overlap with NAM and U.S. Chamber. At least 20 businessmen have flitted from one to the other or served them simultaneously at leadership levels. A few examples (with other affiliations included):

► Wofford B. Camp, president of several major firms—NRTWC director; treasurer of U.S. Chamber; chairman of Chamber's Committee on Voluntary Unionism. (Helped fund construction of new NRTWC national HQ in Springfield, Va., in thanks for which the building was named for him.)

► Alpheus H. Borden, head of Borden Metals, Elizabeth, N.J.—Director of NRTWC; member Chamber's Committee on Voluntary Unionism.

► Carl R. Eldon, industrial relations consultant—NRTWC director; member of Chamber's Committee on Voluntary Unionism; general manager, California Association of Employers; president, National Labor-Management Foundation (for which W. B. Harrison worked).

► Arthur Prine, vice president, R. R. Donnelly printers, Chicago, biggest non-union printing firm in U.S.—NRTWC director; director of NAM; co-chairman NAM Council on Union-Free Environment.

This two-way traffic between the leadership of RTW organizations and employer associations is matched by similar movement between the RTW groups and major elements of the right wing.

NRTWC Director Reed Larson is a hero to the leaders of the "new right" and his issue is theirs too.

Edwin Dillard himself, co-founder of NRTWC, subsequently became a national endorser of the far-right John Birch Society. Col. William Rockwell of Rockwell Mfg. Co., on the advisory council of NRTWC's legal arm, was a sponsor and endorser of the rightist radiocast series, the Manion Forum, and the ultraconservative National Economic Council. Industrialist Robert Stoddard of the RTW finance committee was a founding member of the Birch Society. Textile magnate Roger Milliken was a key fund-raiser for NRTWC (see photo of letter) and himself an early endorser of JBS.

(The open shop cause always attracted not only the most reactionary elements of the employer community. It has been a magnet for head-busters and haters. Two of the earliest state RTW laws were enacted in Florida in 1944 and Arkansas in 1947. Instrumental in their passage were James Karam, founder of the Veterans Industrial Association, a throw-back to the company goon squads of the 1930s, and Vance Muse, founder of the anti-semitic, anti-black Christian American Association who was funded in part by Du Pont money and by Alfred Sloan of General Motors.)

84% of Funds from Business

That the bulk of funds to rescue workers from unions comes from employers was firmly established in a court case—not yet settled—brought by 10 unions against NRTWC. It was demonstrated that at least 84 percent of contributions to NRTWC are from corporate/business sources. By now, that represents a substantial chunk of money. NRTWC's annual budget exceeds $5 million.

From the beginning money has been no problem. Only three years after it was organized, NRTWC decided the time was right to throw its big punch at the labor movement and the money was plentiful.

It went the very costly initiative route in California, Colorado, Idaho, Kansas, Ohio and Washington, convinced that it had a popular issue and strong worker and public support. NRTWC miscalculated. Only in Kansas did it prevail. In the major industrial states—Ohio, California, Washington—where the committee hoped its "freedom-from-the-union-bosses" line would fly, it was brought down with a thud, losing better than 3-2.

It was an expensive lesson. Estimates placed total costs to NRTWC and its state affiliates at $8 million-plus. (It would be 20 years before the committee decided to go for an initiative in a key industrial state again. It went after Missouri in 1978. Another miscalculation. The RTW proposal was routed 3-1.)

The fact is, in many respects NRTWC is a heavily financed paper tiger. At a cost to its employer supporters of more than $100 million over its 28-year history, the committee has managed to add only three states to the open shop list, which averages out to $33.3 million per state. Seventeen states already had the law on the books when NRTWC went into business in 1955. It got Utah in 1955, Kansas in 1958 and Wyoming in 1963.

Yet, thousands of employers keep pumping in the funds, more all the time, undeterred by the lack of results. Because of this, it can be said of NRTWC that it flourishes through failure.

(Next: If at first you don't succeed, try another issue. Better yet, try several.)

DEERING, MILLIKEN & CO. INC.
1045 SIXTH AVENUE
NEW YORK
July 25, 1959

Valliant Fertilizer Co.
Del. Ave.
Laurel, Del.

Gentlemen:

Mr. W. T. Harrison, President of the National Right to Work Committee, has written you asking that you help underwrite the work of the Committee.

If you have not already done so, I urge that you give this matter your immediate attention. In case Mr. Harrison's letter is not at your finger tips a copy of it is enclosed.

The Committee's continuing fight for a basic American freedom is tremendously important to us all --- now and in the future. To my personal knowledge, the National Right to Work Committee is carrying the burden of this undertaking most creditably with the funds available. But to do the job that must be done the Committee must have more adequate financing.

Remember, we are up against an organization with unlimited funds and manpower, and one whose avowed objective is the elimination of all legislation which prohibits Compulsory Unionism. THIS MUST NOT HAPPEN or your business or employment future may be decided not by your own enterprise but by labor dictators.

I hope you will send your check today to:

National Right to Work Committee
1025 Connecticut Avenue, N. W.
Washington 6, D. C.

Thank you very much.

Sincerely yours,
Roger Milliken
Roger Milliken
President

RM:st
Encl.

From the word "go," NRTWC has relied for funding on corporate/business world, as this 1959 letter demonstrates. Writer was Roger Milliken, president of Deering-Milliken textiles, who once shut down a plant because his workers voted for a union. Milliken also exemplifies attraction of NRTWC to extreme right-wingers. He was one of first major business endorsers of far-right John Birch Society.

Council adopts October schedule for decision on '84 endorsement

AFL-CIO news

VOL. 28, NO. 32
SATURDAY
AUGUST 13, 1983

AT&T tactics held cause of phone strike

Boston — The AFL-CIO backed the stand of the Bell Telephone workers and called on its affiliates to support their nationwide strike against AT&T "in every way possible."

An Executive Council statement charged AT&T, "one of the richest and largest companies in the world," with having forced the strike by the Communications Workers and the International Brotherhood of Electrical Workers.

The 525,000 telephone workers represented by CWA and the 100,000 the IBEW represents struck on Aug. 7 when their contracts expired. They were joined by 50,000 other Bell System workers represented by the unaffiliated Telecommunications Workers.

AT&T posted a record profit of $7.2 billion last year and the workers who helped achieve it "deserve a fair share," the Executive Council asserted.

It contrasted the public position of the unions in putting their contract proposals on the table early this year with the management stance during 10 weeks of formal bargaining.

AT&T is demanding "take-backs" on health insurance programs, shift differentials, wage incentives and other established conditions, the council noted.

Pay offer

The company's pay offer, put on the table the day before the contracts expired, ranged from a starting-level freeze to a 3.5 percent maximum increase in the first contract year, with only a cost-of-living adjustment for the second and third years.

In the face of the court-ordered breakup of AT&T at the end of this year, the unions were pressing for job security and retraining guarantees that, along with other nationally negotiated provisions, would continue to be binding over the customary three-year contract term.

The last national telephone strike was in 1971 and lasted six days. There have been strikes over local issues, however, which normally are negotiated after a national agreement is reached.

With a heavy degree of automation, the Bell System is counting on its large super-

Continued on Page 8

Sen. Edward M. Kennedy addresses Executive Council meeting. He is flanked by AFL-CIO Sec.-Treas. Donahue and Federation President Kirkland.

For healthy economy

U.S. industrial policy cited as long-term need

Boston—The AFL-CIO renewed its call for a national industrial policy to spur the long-term revitalization of the American economy, but called also for "prompt and decisive action" to deal with immediate problems and meet human needs.

A statement by the Executive Council at its summer meeting here warned that continuation of the Reagan Administration's budget, monetary and trade policies threatens to stifle the recent economic upturn and makes it unlikely that the pick-up will turn into "a solidly based and prolonged expansion—the kind of expansion which will rapidly create jobs and reduce the present horrendously high unemployment."

Action sought

The council called on Congress to give an immediate boost to the economy by completing action on a number of pending items in the AFL-CIO program while moving forward on others.

Specifically, the council pressed for legislation to provide community service jobs for the long-term unemployed, accelerated public works, housing programs for low and moderate-income families, the elderly and the handicapped, mortgage relief for the jobless, health care for the unemployed and their families, extension of the Federal Supplemental Compensation program for the long-term unemployed for at least a year, and reinstatement of credit control authority as a means of quickly reducing interest rates.

Over the long term, however, the council statement stressed that a national industrial policy is essential "to modernize basic industries, support development of technologically advanced industry in the U.S. and reverse the deterioration of public services and infrastructure." The council said the framing of such a policy "must involve full participation by labor and business as well as government."

Also focusing on the need for an industrial policy was an hour-long discussion by the council with Sen. Edward M. Kennedy (D-Mass.), who heads the Senate Democratic Task Force on that subject.

In describing the meeting with Kennedy, AFL-CIO President Lane Kirkland noted at his opening-day news conference that

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Both Board, convention slated to act

By John M. Barry

Boston — The AFL-CIO Executive Council voted to advance the federation's decision on a pre-primary presidential endorsement from December to October to boost labor's effectiveness in the 1984 election campaign.

The date for the decision had been tentatively set for mid-December when the council first considered the pre-primary endorsement question at its August 1982 meeting. The procedures and timetables were subject to review with the final determinations to be made at the August 1983 meeting just concluded.

"Time is precious," AFL-CIO President Lane Kirkland said as he announced the council's action. "There has been a very substantial compression of the timing of the primaries in the various states, so that we are deeply concerned that we have ample time to prepare ourselves and do the necessary groundwork that will put us in a position to give the best account of ourselves on behalf of our members during what promises to be a relatively short time span after the first primary. And it was strongly felt that we needed all the time we could get for our own effectiveness. . . ."

Kirkland reported that the council, acting on recommendations of its Committee on Political Works, directed that a meeting of the AFL-CIO General Board be called immediately prior to the federation convention, which is scheduled to open Oct. 3 in Hollywood, Fla.

The General Board, which in past years has had the assignment of deciding national endorsement questions, this year will be asked to develop a recommendation. If that recommendation is for endorsement, it will be reported to the Executive Council and conveyed to the convention for action.

Two-thirds needed

The two-thirds majority required for AFL-CIO political endorsements at all levels will apply to the actions of the General Board and the convention, with the votes weighted in both cases according to per capita payments to the federation.

The General Board consists of members of the Executive Council plus the president or other general officer of each affiliated national or international union and each trade and industrial department. For purposes of the endorsement recommendation, the council has voted to expand the composition of the board to include representatives of state federations and local central bodies, each of which will have one vote. Kirkland will vote on behalf of directly affiliated local unions.

In addition to enhancing the AFL-CIO's effectiveness in the election campaign, the

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Job pickup leaves millions behind

The nation's civilian unemployment rate took a welcome drop to 9.5 percent in July, after 10 months of double-digit joblessness.

The June-to-July decline of five-tenths of 1 percent was unusually high and was hailed as "good news" by the AFL-CIO. But the federation stressed that the recession remains a grim reality for 10.6 million active job-seekers who have been out of work an average of nearly 22 weeks.

In addition to those officially counted as unemployed, another 1.7 million "discouraged workers" are not tallied because they have dropped out of the active job hunt. And government figures show 5.6 million persons working part time because full-time jobs aren't available.

The Labor Dept. reported that the one-month drop in the unemployment rate was the largest in more than 20 years. But it followed five months of barely perceptible declines.

The biggest change was in the jobless rate for adult women, which fell from 8.6 to 7.9 percent. The rate for adult men dipped only from 9 to 8.8 percent.

Black unemployment dropped from 19.2 to 18.7 percent, still close to twice the national rate. Among Hispanics, the rate went down from 14 to 12.3 percent.

President Reagan, who has consistently blamed the sharp rise in unemployment during his Administration on the problems he inherited from his predecessors, promptly claimed credit for the improvement. It shows his policies have been working, Reagan said.

At a news conference during the Executive Council meeting, AFL-CIO President Lane Kirkland said he hoped the jobs pickup will continue strong.

But Kirkland reminded the questioner that just over a year ago, before the re-

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The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

8/13/83

Stall charged on grain dust safety rules

Boston—The AFL-CIO called on the Reagan Administration to stop stalling and publish a long-delayed grain dust standard to help prevent further deaths resulting from grain elevator and mill explosions.

The Executive Council charged that a proposed standard developed by the Occupational Safety & Health Administration earlier this year is being "held hostage" at the Office of Management & Budget.

An effective federal safety standard has been on labor's agenda for many years, and unions stepped up their campaign after a series of fatal grain elevator explosions in the mid-1970s.

The council statement pointed out that since 1977, "more than 100 workers have lost their lives and more than 300 have been seriously injured in grain elevator and mill explosions."

Despite the formulation of a "sound, comprehensive standard" by OSHA over the past three years, the council said, OMB has "unnecessarily delayed" the standard's publication while it "questions the benefits to be derived from such a standard despite the continued loss of life."

It accused OMB of "parroting industry's arguments against strict controls of concentrations of explosive grain dust, despite a National Academy of Sciences finding that dust control is the 'most important' preventive step to be taken in controlling explosions and would produce the greatest results."

Reduced enforcement

Currently, there is no standard regulating this serious explosion hazard, the council pointed out, and OSHA enforcement activities in the grain industry have been severely limited in recent years. In an accompanying report, the council cited a decline in the number of inspections and citations, despite OSHA's announced intention to concentrate more of its effort in hazardous industries.

The council's report said OSHA inspection and citation statistics revealed that since 1980, there has been only minimal health and safety enforcement in the industry. From the 466 inspections held in fiscal year 1979, enforcement dropped to just 45 inspections in FY 1982.

The draft standard limits dust accumulation to one-eighth of an inch.

Election strategy

The critical role women will play in the 1984 election is discussed at the Executive Council meeting by Rep. Barbara Mikulski (D-Md.) left, and AFL-CIO Vice Presidents Joyce Miller and Barbara Hutchinson. Mikulski met with the council to discuss the deepening dissatisfaction of women voters with the policies of the Reagan Administration.

Labor urges U.S. to keep Polish sanctions in force

Boston—Lifting of economic sanctions against the Polish government should be conditional on restoration of free trade union rights to Polish workers, the AFL-CIO Executive Council declared at its summer meeting here.

The council called on President Reagan to make clear to the regime of Gen. Wojciech Jarulzelski that the United States will not lift any sanctions or participate in the rescheduling of Poland's debts unless the government honors the Gdansk agreement of 1980, reinstates free trade unions and releases all political prisoners.

In a statement, the council stressed that the underground leadership of Solidarnosc, with the support of Lech Walesa, has called the recent lifting of 19 months of martial law "a propaganda gesture, an attempt to mislead Polish society and international public opinion . . . intended to insure the rescheduling of credits and the lifting of sanctions by the West."

Economic sanctions were leveled at Poland after the Jarulzelski regime declared martial law in December 1981, outlawed Solidarnosc and rescinded trade union rights and the lessenings of restrictions on all Poles won largely by the trade union movement.

Although military rule was officially ended in late July, most of the strictures under martial law had already been made officially permanent as part of the Polish civilian legal code, and a number of stiff new restrictions were added. An "amnesty" program extended to some political prisoners did not apply to key leaders of Solidarnosc who are still being held by the communist government.

Sanctions inadequate

The council charged that the existing sanctions imposed by the Reagan Administration "were inadequate to begin with," and that a correct response to the crushing of Solidarnosc "should have been to declare Poland in default of its debts and to terminate credit to the Eastern bloc" as the American labor movement had repeatedly urged.

Relaxing any sanctions now would "betray and demoralize those who have sacrificed so much for the cause of human rights behind the Iron Curtain," the statement said.

Such an action would give legitimacy to Jarulzelski's claim that lifting martial law is a step forward, and it would signal the Soviet Union that its intransigence "will be rewarded by Western concessions," the council said.

The AFL-CIO, in cooperation with the International Confederation of Free Trade Unions, will continue to base its policies toward Poland "on the expressed wishes of Solidarnosc, which is still the authentic representative of the Polish workers," the council stressed.

The statement pointed out that Poland's workers are preparing to mark the Aug. 31 anniversary of the Gdansk agreement with boycotts and demonstrations throughout the country.

"The American labor movement stands with them," the council said.

Union-busting bid scored in copper strike

Boston — The AFL-CIO Executive Council voiced strong support for striking copper workers at Phelps Dodge Corp. operations in Arizona and Texas and scored the company for orchestrating a union-busting scheme.

The council noted that some 3,000 workers in 13 unions are entering the second month of a strike for "a fair and decent contract" at the mines that are owned by the nation's second largest copper producer.

Although a pattern agreement for the copper industry was reached in April, Phelps Dodge has refused to go along with industry counterparts, the council noted.

'Test-the-union'

The company has pursued an "arrogant 'test-the-union' strategy that caused the strike," the council stressed, pointing out that management demands would take away about $6,000 a year from each Phelps Dodge worker over the life of a three-year pact.

The council said that Phelps Dodge wants to eliminate cost-of-living protection, lower wage rates for new hires, shift health and welfare costs to workers, cut holiday and vacation benefits, undermine work rules and claim unilateral authority in critical pension eligibility decisions.

Meanwhile, a picket line confrontation unfolded at Morenci, Ariz., when Phelps Dodge announced it would hire 1,500 permanent replacements. The company had been trying to keep operating with supervisors and strikebreakers.

But Arizona Gov. Bruce Babbitt was able to obtain a written agreement from the company that it would temporarily shut down the large Morenci facility and stop hiring strikebreakers.

Officials of the striking unions called the agreement a victory, and both sides have said they will sit down with a federal mediator during the shutdown to try and come to an agreement.

The pattern agreement with other major copper producers calls for a three-year wage freeze while continuing COL adjustments.

Success story

The Executive Council pointed out this contract agreement "was properly heralded a collective bargaining success story in which both sides reacted to the deep national recession and low demand for copper."

The council accused the company of pursuing a union-busting program that included visits by company officials to work sites to undercut the union bargaining position and with recalling large numbers of laid off workers in April "in order to give the copper workers a brief taste of wages in an attempt to entice them to stay on as strikebreakers when the company forced the strike July 1."

After the strike began, the council said, Phelps Dodge began a rigid enforcement of credit and rent payment demands at company stores and company housing in the mining communities.

West Coast shipyard strikers backed in fighting takeaways

Boston—Pacific Coast shipyard workers have the AFL-CIO's support in their resistance to management takeaway demands, the Executive Council said.

Nearly 10,000 workers in shipyards from California to Washington have been on strike since July 26 after rejecting a management take-it-or-leave-it contract proposal by a near-unanimous vote. The workers are members of 11 unions affiliated with the Pacific Coast Metal Trades District Council.

The Shipbuilders Association, representing the companies, shattered "45 years of a productive bargaining relationship" by challenging long-established conditions and presenting a "long list of takeaway demands," the Executive Council noted in a statement.

It cited among the employer contract demands:

- An immediate, across-the-board 10 percent wage cut, coupled with a three-year wage freeze.
- Lower below-journeymen job classifications for new hires.
- A 50 percent slash in the cost-of-living formula, a COLA cap, and a change from quarterly to annual adjustments.
- Inadequate payments for health and welfare plan coverage.
- Takeaways in holidays, seniority rights, work rules and overtime pay.

The statement expressed strong support for the workers' efforts to achieve "a fair and decent contract."

A three-year contract with the nine shipyards expired at the end of June. Management's "totally unacceptable" contract proposal came after five weeks of unproductive bargaining efforts, the council statement noted.

At management insistence, the offer was put to the membership. The outcome was a 6,535 to 54 vote to reject it.

Following the vote, the council noted, "the companies' response was their same 'final' offer, bringing negotiations to a halt."

Truman centennial plans endorsed

Boston—The memory of Harry S Truman merits the honor of all trade unionists, the AFL-CIO Executive Council said in a statement urging participation in the centennial celebration of his birth next year.

Observances being planned by the Truman Centennial Committee "are especially welcomed by working people," the council said, stressing that "in the struggle of working people to organize in pursuit of a better life for themselves and their children against the power of accumulated wealth, Harry Truman left no doubt which side he was on."

The statement pointed out that Truman vetoed the Taft-Hartley bill that gave the states the power to impose compulsory open shop laws, but Congress overrode his action.

Hollace Ransdell dies, retired staff member

Solebury, Pa.—Hollace Ransdell, a former assistant editor of the AFL-CIO News, died at her home here last month. She was 90.

Miss Ransdell joined the CIO publicity staff in 1936 and later became an assistant editor of the CIO News. Following merger, she served on the federation's publications staff until retiring in 1958.

In the early 1930s, her investigative reports from Scottsboro, Ala., helped bring national attention to the "Scottsboro Boys" case.

She had been married to the late Karl Roos. Survivors include one son and three grandchildren.

Council calls for U.S. industrial plan

Urges long-term policy to restore economic base

Continued from Page 1

the work of the Senate Democratic Task Force has not been completed and that the form and timing of legislation remain to be decided.

Kirkland noted that a number of other groups are engaged in studies on the issue of a national industrial policy, including one he co-chairs with Felix Rohatyn, the investment banker, and Irving Shapiro, retired head of the Du Pont Co., which includes academicians as well as other businessmen and trade unionists. Also, the AFL-CIO has asked its Industrial Union Dept. to play a lead role in developing a program, Kirkland reported.

In other areas, the council gave major attention to national politics, voting to advance from December to October consideration of the question of a pre-primary presidential endorsement by the AFL-CIO **(Story, Page 1).**

Meeting with the council, in addition to Kennedy, were Patrick Caddell, the political pollster and opinion analyst; Rep. Barbara Mikulski (D-Md.), who discussed the implications of the so-called gender gap on political issues, and Eddie Williams, head of the Joint Center for Political Studies, who discussed the growing role of black voters in American politics.

New member

The council elected President Kenneth Brown of the Graphic Communications International Union to fill the vacant AFL-CIO vice presidency created by the recent resignation of John J. O'Donnell to enter government service. Memorial tributes were paid to former AFL-CIO Sec.-Treas. William F. Schnitzler and Lawrence M. Raftery, a former vice president of the federation, both of whom died recently.

In other internal business, the council approved the request of the International Union of Electrical, Radio & Machine Workers to change the union's name to the International Union of Electronic, Electrical, Technical, Salaried & Machine Workers.

On trade union matters, the council issued statements pledging solid support to members of the Communications Workers and International Brotherhood of Electrical Workers on strike against the Bell Telephone System, to the Phelps Dodge copper strikers, and to the West Coast shipyard strikers.

International scene

In the area of international affairs, the council termed the lifting of martial law in Poland a "cynical ploy" and called on the U.S. government to remain firm in its sanctions against the Polish government. It also heard reports from Kirkland on the presentation of the Trade Union Advisory Committee to the OECD to the Williamsburg summit, Vice President Thomas W. Gleason on the recent world congress of the International Confederation of Free Trade Unions, International Affairs Director Irving Brown on the annual conference of the International Labor Organization, Vice President Kenneth Blaylock on the visit by a delegation from the AFL-CIO Committee on Defense to NATO installations in Norway, and Sec.-Treas. Thomas R. Donahue on meetings of a federation delegation with the economic policy committee of the British Trades Union Congress and with the Irish Congress of Trade Unions at its annual conference in Galway.

Other statements adopted by the council urged trade unionists to join in the centennial observance of President Harry S Truman's birth, endorsed a drive to fund the Perkins endowment at the Hindman Settlement School in Knott County, Ky., and called on the Administration to end its stalling and publish the proposed OSHA grain dust standard that labor has long sought.

The council's statement on the national economy welcomed the drop in unemployment last month to an official rate of 9.5 percent, but it pointed out that there are still more than 10.6 million workers officially classified as unemployed, another 1.7 million "discouraged workers" who are not counted because they have given up looking for non-existent jobs, plus 5.6 million more workers who want full-time jobs but can find only part-time work.

AFL-CIO President Lane Kirkland fields questions during a press conference at the Executive Council's summer meeting in Boston.

Much of this joblessness has been of a long-term nature, the council stressed. It noted that the average period of unemployment remains close to 22 weeks; about four million workers have been without jobs for 15 weeks or more and about 2.6 million for 27 weeks or more.

Yet, only about 40 percent of all jobless workers are receiving unemployment compensation benefits. And the number of Americans living in poverty has risen to 34 million, or 15 percent of the population in 1982, the highest level since 1965.

"It has been the unfair and counterproductive economic and social policies of the Reagan Administration that have brought about high unemployment and increasing poverty," the council declared.

The council was particularly critical of the very high real interest rates that not only have a depressing effect on such domestic industries as housing and autos, but also "are wreaking havoc" with the nation's international trade position by driving up the value of the dollar, thus encouraging imports and reducing exports.

Excessive rates

"Interest rates must be brought down," the council insisted, "and the federal government must pursue an international trade policy that promotes fair trade and the maintenance of a viable and diverse U.S. economy."

In response to the questioning of reporters, Kirkland warned that "we will have a renewed upswing in unemployment" if high interest rates continue to get worse, because "the whole theory of using tight-money policies and high interest rates to dampen inflation is based on the proposition that this is a necessary cure for inflation and it can only be achieved by throwing people out of work."

The day after the council adopted its statement, the prime lending rate of major banks was boosted half a point to 11 percent, and home mortgage rates continued to rise for the sixth week in a row, with the average basic interest rate reported at 13.73 percent.

Committee reports

In other business, the council received reports from Sec.-Treas. Donahue on the actions of the Committee on the Evolution of Work and on the state of the federation's finances, and from Vice Presidents Douglas A. Fraser for the Committee on Retirees, Alvin E. Heaps for the Community Services Committee, Gerald W. McEntee for the Committee on the Federal Budget, John J. Sweeney for the Committee on Pension Investments, and Charles H. Pillard for the Housing Committee.

Other reports were presented by Legislative Director Ray Denison on the status of key bills in Congress, Associate Research Director Henry Schechter on current economic trends, Director Larry Kirkman of the Labor Institute of Public Affairs on LIPA's video projects, Organizing Director Alan Kistler on preparations for Solidarity III, Director John Evans of the Housing Investment Trust on the initial progress of the trust, and Kenneth Young, executive assistant to Kirkland, on the recently concluded regional conferences.

The council approved contributions to the following organizations: Jewish Labor Committee, Center for the Study of Social Policy, United Way of the National Capital Area, NAACP, Girls' Clubs of America, League for Industrial Democracy, National Planning Association, United Negro College Fund, Citizens for Tax Justice, American Red Cross Disaster Relief Fund, and the ICFTU program for the victims of Turkish oppression.

Tributes paid to Schnitzler, Raftery

Boston—The Executive Council paid tribute to William F. Schnitzler, the AFL-CIO's first secretary-treasurer, and Lawrence M. Raftery, a former vice president of the federation. Both died in June.

Schnitzler was elected secretary-treasurer at the 1955 AFL-CIO merger convention and he served in that capacity until his retirement in 1969.

In a council statement, Schnitzler was remembered as "a beloved friend and wise and trusted fiduciary," and for his "constructive role as a member of the Joint Unity Committee" that prepared the way for merger of the AFL and the CIO.

He began his career in the early 1920s as an apprentice baker, "helping for many years to build the union that has become the Bakery, Confectionery & Tobacco Workers International Union, serving its members successively as local business agent, international representative, vice president, financial secretary, secretary-treasurer and president," the council statement noted.

In mourning the death of Raftery the council said that "the years since his retirement in 1965 have increased the respect and affection in which he was held by all who benefited from his leadership and were enriched by his friendship."

Raftery served as a vice president of the Building & Construction Trades Dept. for 15 years and as a member of this Executive Council for seven years, the council noted.

Raftery joined the Painters Local 115 in St. Louis in 1914 as an apprentice. He later served as business agent of Painters District Council 2 and was a vice president of the Missouri AFL. He was elected president of the IBPAT in 1952, and held that post until his retirement.

Timetable advanced for endorsement decision

Continued from Page 1

new timetable and procedures for the endorsement "afford our most representative body—the convention—an opportunity to act upon the question," Kirkland pointed out, "and that ought to be taken full advantage of. . . . We think that will contribute to continued solidarity, cohesiveness and harmony and, as a consequence, our effectiveness."

In other actions related to the endorsement, the council urged affiliates to continue the policy of "self-restraint" and refrain from public announcement of their presidential preferences until after the General Board meeting.

Kirkland reported that the council vote on advancing the endorsement timetable was 23 to 6, with the opposing votes cast by Vice Presidents Kenneth T. Blaylock, Wayne E. Glenn, Barbara Hutchinson, Frederick O'Neal, Vincent R. Sombrotto and William W. Winpisinger.

Kirkland noted that the six dissenters stressed in subsequent discussions that they will support the decision of the council and "continue to work in solidarity with the rest of the trade union movement."

At his news conference following the announcement of the council's action, Kirkland rejected any suggestion that the fortunes of particular candidates were a factor in the vote.

"It was taken entirely in terms of what would contribute the most to our capacity to give a good account of ourselves in our participation in this democratic process," he said.

In response to other questions from reporters, Kirkland had these comments and observations:

- "There's only one risk that concerns me" with respect to the early endorsement "and that is the great risk of doing nothing and letting other people run your life. . . . It is far preferable for working people—and that is why they form unions—to be among the authors of events rather than the victims of events, as in the absence of our playing a forceful and energetic role in the political life of this country."
- "The endorsement is a method of instructing the national AFL-CIO to take a position in these primaries on behalf of our affiliates and their members and to do the best we can to advance the broad program we are concerned about through this democratic process in every way we can. It will make possible for the first time since 1968 the participation of our state federations of labor, our city central bodies, with the concerted support and cooperation of all our affiliated organizations."
- "As far as whether or not labor support is of value to a candidate or hurts him, I would presume that you ought to be able to judge that by the evident expressions of the candidates in the pursuit of their own self-interest. We have not been spurned exactly by any of them."

Food & Commercial Workers President William H. Wynn addresses 2,000 delegates at Montreal convention.

UFCW convention delegates map legislative, political goals

Montreal — The Food & Commercial Workers' convention charted a five-year course for legislative, political action and economic goals.

The 2,000 UFCW delegates approved a legislative agenda drafted by the convention's Government Affairs Committee that calls for:

- An all-out effort to block the Reagan Administration's move to tax workers' health insurance benefits.
- Continuing the battle to block anti-labor amendments to the Hobbs Act.
- Protection of workers' pensions by fighting corporate attempts to weaken the multi-employer pension laws.
- Continuing efforts to ban the use of polygraphs in employment.
- Reauthorization of programs to retrain workers displaced due to trade policies.

The delegates also stressed the need for legislation to ease the harsh impact of the Reagan recession, including health insurance protection for the unemployed, jobs programs, and home mortgage assistance legislation.

To stimulate the UFCW membership's involvement in politics, the convention adopted resolutions encouraging locals to negotiate payroll check-off COPE contributions, to name legislative and political representatives, expand fund-raising drives and voter registration programs, educate the members on legislative issues, and turn out the vote on Election Day 1984.

Encouraging sign

A resolution encouraging union members to run for office was highlighted by the recent successful race by UFCW Region 12 Director Charles Hayes, who won the Democratic nomination for the congressional seat vacated by Chicago Mayor Harold Washington.

A short resolution concerning the 1984 Presidential race simply said, "Mr. President, please do not seek re-election for the good of the country." It was amended on the floor to read, "for the good of the world."

Resolutions presented by the Civil Rights & Women's Affairs Committee and adopted by the delegates reaffirmed the union's commitment to affirmative action, passage of the Equal Rights Amendment, ending sexual harassment in the workplace, and ending discrimination against individuals.

Other resolutions called on local unions to adopt alcohol and drug abuse programs, form retirees clubs, support the 1983 March on Washington, set up community service liaisons and negotiate the birthday of Dr. Martin Luther King, Jr., as a holiday.

The delegates heard remarks from four Democratic presidential candidates—former Vice President Walter Mondale, and Senators Alan Cranston, John Glenn and Gary Hart.

Other speakers included Howard Pawley, Premier of Manitoba and leader of the New Democratic Party in Canada; Benjamin Hooks, executive director of the NAACP; Louis Laberge, president of the Quebec Labor Federation; House Majority Whip Tom Foley (D-Wash.); President Robert Harbrant of the AFL-Food & Beverage Trades Dept.; Earl McDavid of the AFL-CIO Union Label & Service Trades Dept.; National COPE Director John Perkins, and retired Rear Admiral Gene R. La Rocque, director of the Center for Defense Information.

Rollback demand triggers strike at Briggs & Stratton

Milwaukee—Some 8,200 Allied Industrial Workers went on strike Aug. 1 at the five area plants of Briggs & Stratton Corp. after rejecting the company's demand for numerous concessions and a three-year wage freeze.

Members of AIW Local 232 turned down the company's proposal by a 6,073-537 vote.

In addition to the wage freeze, management called for reinstatement of mandatory overtime, slashing the wage rate for new workers to $4.50 per hour from the current rate of $7.36 an hour and elimination of three personal leave days.

The company also wanted to increase the deductible on health insurance coverage, a lengthening of the service eligibility for vacations, authority to contract-out work, and a weakening of the job preference and voluntary layoff rights.

B&S also wanted to switch to a four-day, 32-hour workweek. It offered to increase pension benefits and a stock-ownership plan, but not all workers would have been eligible for the stock-ownership benefit.

The AIW said the company had increased production over the past few months and stockpiled inventory in preparation for the strike, which comes during the company's annual slow period.

The strike halted the company's small engine production, which accounted for 94 percent of its $635.7 million in sales in fiscal 1982. It also ended two-thirds of the company's automotive lock production.

Of the 8,200 workers on strike, about 600 had already been on layoff from the five B&S plants.

Leitz gets No. 2 post at Transport Workers

New York — The Transport Workers executive council unanimously elected George Leitz as secretary-treasurer to succeed Roosevelt Watts, who died on July 29.

Leitz, 58, a TWU vice president since 1978, has headed the union's transit division since it was formed in 1981. Earlier, he served as president of TWU Local 221 in Fairview, N.J.

Kenneth Brown of GCIU elected to council seat

Boston—Kenneth J. Brown, president of the newly merged Graphic Communications International Union, was elected an AFL-CIO vice president at the Executive Council's summer meeting here.

His election fills a vacancy on the 35-member council created by the resignation in June of John J. O'Donnell, former president of the Air Line Pilots, who is now assistant secretary of labor for legislative affairs.

Brown, 58, has guided his union through three mergers, the most recent coming last month to form the GCIU.

A native of Toronto, Brown followed his father and brothers into the lithographic trade.

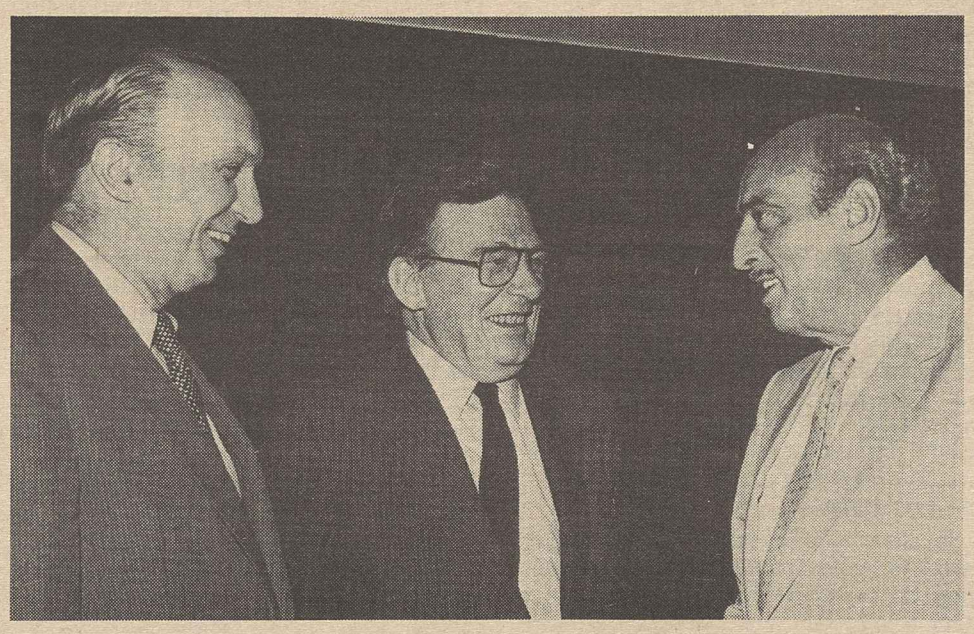
After joining the Amalgamated Lithographers of America Local 12 in Toronto in 1942, he served in the Royal Canadian Engineers during World War II. In 1954, he was elected president of ALA Local 12, and at the age of 34 was elected president of the international in 1960.

Merger success

Merger with the Photoengravers in 1964 created the Lithographers/Photoengravers International Union, which merged in 1972 with the Bookbinders to form the Graphic Arts International Union. GAIU then merged with the Printing & Graphic Communications Union in July to form the GCIU.

Brown is a vice president of the AFL-CIO Union Label & Service Trades Dept. and serves on the executive committee of Union Labor Life Insurance Co. and on the board of directors of the International Foundation of Employee Benefit Plans.

He affiliated his union with the international trade secretariat, the International Graphical Federation and has served as the AFL-CIO's fraternal delegate to the British Trades Union Congress.



AFL-CIO Sec.-Treas. Thomas R. Donahue and President Lane Kirkland congratulate new AFL-CIO Vice President Kenneth J. Brown, president of the Graphic Communications International Union.

Texas labor boosts per cap for voter drive

Austin, Tex.—The Texas AFL-CIO is gearing up for the 1984 elections with an intensified voter education and registration campaign financed through a special per capita tax that is expected to generate $300,000 by next June 30.

Delegates to the state federation's convention approved the special 10-cent increase in monthly per capita payments starting Sept. 1.

The convention empowered the executive board to either keep, reduce or drop the 10-cent increase after a 10-month period. The increase raises the per capita to 50 cents a month.

The 750 delegates also raised more than $145,000 for the state COPE operations through individual donations at the convention.

In setting labor's legislative agenda for the Texas legislature, delegates put a high priority on the need to enact a comprehensive public employee bargaining law.

Other legislative resolutions called for extending workers' compensation to farm workers and a special session of the state legislature to deal with educational funding, especially teachers' pay.

Three dozen workshops, featuring more than 100 panelists and instructors, informed the delegates on a wide range of topics, including operation of a union office, organizing and the law, health and safety, lobbying techniques, union publications, Texas labor history, media relations, Solidarity Day III, retired members' programs and women's issues. A mock precinct election was conducted to instruct members how to work through the grass roots political process to become delegates to the national conventions.

Expanded board

The convention re-elected President Harry Hubbard and Sec.-Treas. Joe Gunn to new two-year terms by acclamation and expanded the executive board.

In an address to delegates, Texas Gov. Mark White (D) was applauded for his announcement of the reappointment of Bobby Barnes, who comes out of the Oil, Chemical & Atomic Workers, to a new term on the Industrial Accident Board.

White pledged his support for improving worker training and retraining in the state, and detailed for the delegates the difference between the Democratic and Republican positions on education and health care for the unemployed. He urged the delegates to help "do for the country what you did for Texas—vote in the full Democratic slate in 1984."

Delegates also cheered Texas Atty. Gen. Jim Maddox's legal action to get $1.7 billion in royalty payments from the Mobil Oil Corp.

Other speakers included Lt. Gov. Bill Hobby and State Railroad Commissioner Buddy Temple.

Reagan policies assailed

OCAW delegates put focus on '84 election

San Francisco—Delegates to the Oil, Chemical & Atomic Workers convention gave enthusiastic endorsement to union political action keyed to the 1984 elections and to trade union solidarity against union-busters in Congress and in corporate board rooms.

OCAW President Robert F. Goss charged in his keynote address that the "takeaway policies" of the Reagan Administration in slashing social programs labor helped enact have "set the climate for the giveaways and takeaways" that corporations are demanding in bargaining.

Goss was elected to his third two-year term as president—for the first time without opposition. Also re-elected unopposed were Sec.-Treas. Michael Ricigliano and Vice Presidents Joseph Misbrener and Calvin Moore.

Merger guidelines

The 550 delegates approved a report by the union's merger committee which expressed continued interest in joining forces with another union and spelled out guidelines involving conditions the OCAW would insist on, and others on which it was prepared to be flexible. The OCAW has been involved in merger talks with several unions in recent years, but none of the efforts worked out.

With plant closings and the separation of Canadian members three years ago having pushed down membership, the convention approved a plan to allow greater flexibility of union funds that are now earmarked for special purposes.

The executive board was given authority to shift money from the strike fund to cover special local union expenses and to use interest income from a reserve fund for organizing, conferences or bargaining. The delegates, however, rejected by voice vote a proposal to hold conventions every three years instead of at two-year intervals.

The convention voted a strong campaign to defeat legislation being pushed in Congress to amend the Hobbs Act so that strikers involved in picket-line "violence" or even threats could face heavy federal felony penalties.

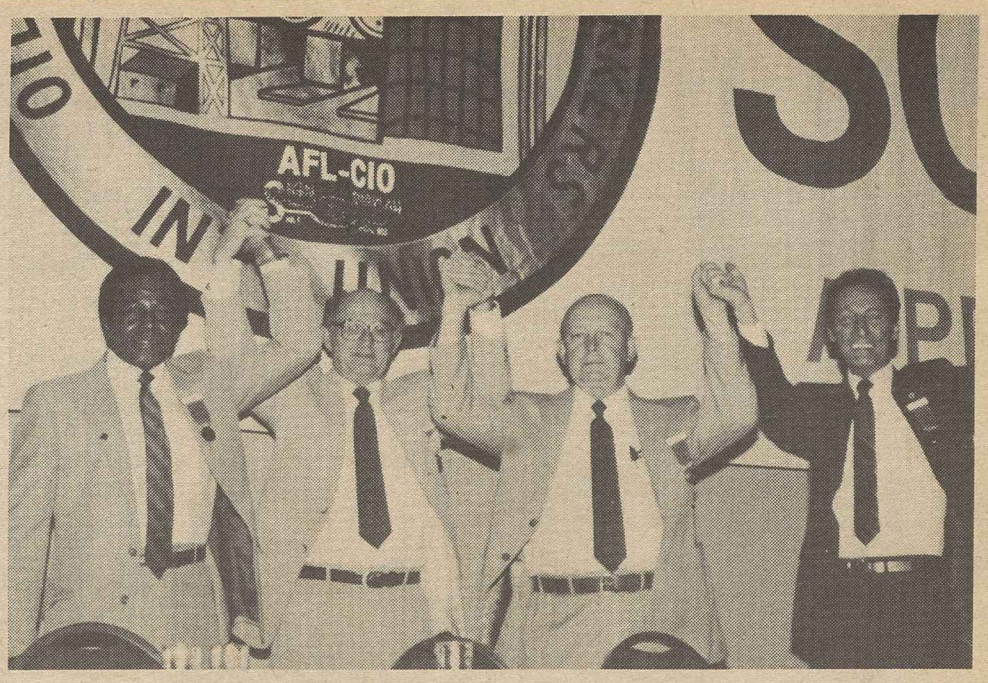
Labor's support

Delegates reaffirmed strong support of the Equal Rights Amendment, backed legislation to establish the birthday of Dr. Martin Luther King, Jr., as a national holiday, and endorsed the Aug. 27 March on Washington on the 20th anniversary of the historic civil rights gathering.

AFL-CIO President Lane Kirkland told the convention America's trade union movement will maintain its essential role despite changes in the economy and in the White House.

"The labor movement is a dynamic instrument of change, put together by working people to defend and advance their own interests," Kirkland said. "Changes in the workforce, changes in elected officials, do not make obsolete the fundamental premise of trade unionism."

Other convention speakers included former Labor Sec. Ray Marshall, Executive Sec.-Treas. John Henning of the California AFL-CIO, AFL-CIO Vice President Barbara Hutchinson, COPE Director John Perkins, President James Herman of the unaffiliated West Coast longshoremen's union, and California Lt. Gov. Leo McCarthy.



Winning team

Starting their new two-year terms as officers of the Oil, Chemical & Atomic Workers are, from left, Vice Presidents Calvin Moore and Joseph Misbrener, President Robert F. Goss and Sec.-Treas. Michael Ricigliano. All four were re-elected by acclamation at the OCAW convention in San Francisco.

'Good news' of jobless drop not shared by 10.6 million

Continued from Page 1

cession had reached its peak, unemployment was also 9.5 percent—a near-depression figure that he had branded then as "intolerable."

He expressed concern that the Administration will choke off the recovery by pursuing tight-money and high-interest policies to combat inflation, with disastrous effects on such interest-sensitive industries as housing and auto production.

Auto industry unemployment, at 9.1 percent in July, is down from a recession high of 24.9 percent last November. But despite continued improvement, manufacturing unemployment stayed in the double digits at 10.5 percent. Construction industry unemployment, at 18 percent, was little changed over the month.

After a large rise the previous month, the size of the civilian labor force was virtually unchanged at 111.9 million. Employment rose by half a million in July.

The number of persons out of work more than six months and still actively looking for work dropped by 365,000, the first significant decline in two years. But there were still 2,587,000 such persons, nearly one-fourth of all the unemployed, the Bureau of Labor Statistics reported.

The average workweek changed little from June, but factory overtime rose by two-tenths of an hour and at 3.1 hours was the highest since December 1980, BLS said.

Many firms have chosen to respond to a pickup of orders by scheduling overtime rather than recalling workers or starting a new shift.

Dan Powell dies at 72, COPE regional director

Memphis, Tenn. — Dan Powell, COPE regional director for five southern states, died of cancer Aug. 6 at Baptist Hospital here. He was 72.

Powell had been southern director of the CIO Political Action Committee from 1945 to 1955 when he joined the Committee on Political Education field staff.

Although he had been seriously ill for more than a year, Powell continued as director of COPE Regions IV and V, covering Arkansas, Louisiana, Alabama, Mississippi and Tennessee.

AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue said in a message to his wife, Rachel, "In countless political contests, Dan's organizing talents, his finely honed political judgment and his capacity for sheer hard work played an indispensable part in breaking the grip of anti-worker forces on political life in the southern states."

Powell began his career as a newspaper reporter in North Carolina in the 1920s. He was a member of Newspaper Guild Local 35. In addition to his wife, survivors include two children and two grandchildren. A memorial service will be held this fall.

House urged to correct flaws in immigration reform plan

The Labor Council for Latin American Advancement has urged House members to insist on changes in the immigration reform bill approved by the House Judiciary Committee.

The council, made up of union members who share a Hispanic heritage, said amendments that have been proposed by the House Education & Labor Committee are necessary to cure serious defects in the bill.

Two other committees with overlapping jurisdiction have also proposed amendments to the Judiciary Committee bill, which is based on the measure the Senate passed last May. House Rules Committee Chairman Claude Pepper (D-Fla.) has asked the four committees to try to agree on a version to be brought to the House floor after Congress returns from recess in mid-September. But in the absence of such an agreement, the Rules Committee will set up a procedure for voting on the legislation.

LCLAA can't support the Judiciary Committee version, President Henry L. Lacayo and Executive Vice President Jack F. Otero wrote House members.

Their letter expressed the organization's strong support of AFL-CIO policy on immigration and urged the need for "the fair and compassionate reform of our country's immigration and refugee laws."

It urged inclusion in the final bill of these Labor Committee proposals:

- An amendment by Rep. Augustus F. Hawkins (D-Calif.) that would couple stiff fines for employers who knowingly hire illegal aliens with an enforceable prohibition against discrimination in employment on the basis of national origin. Violators would be subject to sanctions, including fines, levied by an administrative law judge.
- An amendment by Rep. George Miller (D-Calif.) to assure that legal residents of the United States have first priority on jobs and that any temporary workers brought in for limited periods would be assured wages and working conditions that would not depress local standards.

The LCLAA officers also urged the House to reject an Agriculture Committee amendment, sponsored by Rep. Leon E. Panetta, that it charged would establish a new "bracero" program of imported farm workers on top of the short-term measures provided in the legislation. That would just add to unemployment, they warned.

Lacayo and Otero reiterated labor's support for amnesty provisions of the bill which would enable persons who arrived in the United States illegally before 1982 to apply for permanent resident status.

Their letter also urged adequate funding to enforce wage-hour, occupational safety and health, child labor and civil rights laws.

Interest rate rise threatens to curb economic upturn

A rise in interest rates threatened to choke off the nation's economic recovery and widen already huge trade deficits with other countries.

Mortgage rates climbed close to 14 percent, rising for the sixth week in a row and posting increases in 10 of the past 11 weeks.

The rise in mortgage costs was accompanied by a slump in new home sales, which had risen when rates went down.

The nation's major banks raised their prime lending rate, which is charged to the biggest and most solvent corporations, from 10.5 to 11 percent. Credit costs for most users are substantially higher.

Meanwhile, the Treasury has had to sell its short-term bills at the highest interest rates in a year, adding to the upward spiral. Higher interest costs will also add to the federal deficit, offsetting at least in part the added revenue from the rise in employment.

On the trade front, high interest pushes the value of the dollar higher in relation to foreign countries, making it more difficult for the United States to sell its goods abroad and giving imports an added price advantage in the United States over domestic products.

The surge in imports sent the nation's merchandise trade deficit to a record $14.9 billion in the second quarter, up from $8.7 billion in the first three months of 1982, the Commerce Dept. reported.

26 million jobless in '82

Unemployment hit 26.5 million Americans during 1982, the Labor Dept. reported. A record 22 percent of the labor force was out of work at some time during the year, the highest rate since the Bureau of Labor Statistics began its annual work experience survey. The previous high was 20.2 percent in the 1975 recession year.

One-third of all black workers were unemployed at some time during the year, as were 27.1 percent of Hispanics. Among all groups, men were more likely to have been unemployed some time during the year than women.

The Labor Dept. said the severity of the recession was reflected in a rise from the previous year of 3.1 million persons who experienced unemployment and a drop of 500,000 in the number of persons who had jobs at least some time during the year.

Of the 26.5 million persons who hunted for work during 1982, four million did not find a job at all. More than half of them looked for work for more than 15 weeks before dropping out of the labor market.

Key rollcall on health care for jobless

Before passing a labor-supported bill to fund health care programs for the unemployed on Aug. 3, the House voted 255-171 against a Republican alternative that would have substantially cut back the scope of the program and imposed a means test for eligibility.

Right votes against weakening the bill were cast by 241 Democrats and 14 Republicans. Voting wrong were 20 Democrats and 151 Republicans.

Numerals show congressional districts. PR—paired right; PW—paired wrong; A—absent and not paired.

ALABAMA
1. Edwards (R) W
2. Dickinson (R) PR
3. Nichols (D) R
4. Bevill (D) R
5. Flippo (D) R
6. Erdreich (D) R
7. Shelby (D) R

ALASKA
AL Young (R) R

ARIZONA
1. McCain (R) W
2. Udall (D) R
3. Stump (R) W
4. Rudd (R) W
5. McNulty (D) R

ARKANSAS
1. Alexander (D) R
2. Bethune (R) W
3. Hammerschmidt (R) W
4. Anthony (D) R

CALIFORNIA
1. Bosco (D) R
2. Chappie (R) W
3. Matsui (D) R
4. Fazio (D) R
5. Burton (D) R
6. Boxer (D) R
7. Miller (D) R
8. Dellums (D) R
9. Stark (D) R
10. Edwards (D) R
11. Lantos (D) R
12. Zschau (R) W
13. Mineta (D) R
14. Shumway (R) W
15. Coelho (D) R
16. Panetta (D) R
17. Pashayan (R) W
18. Lehman (D) R
19. Lagomarsino (R) W
20. Thomas (R) W
21. Fiedler (R) W
22. Moorhead (R) W
23. Beilenson (D) R
24. Waxman (D) R
25. Roybal (D) R
26. Berman (D) R
27. Levine (D) R
28. Dixon (D) R
29. Hawkins (D) R
30. Martinez (D) R
31. Dymally (D) R
32. Anderson (D) A
33. Dreier (R) W
34. Torres (D) R
35. Lewis (R) W
36. Brown (D) R
37. McCandless (R) W
38. Patterson (D) R
39. Dannemeyer (R) W
40. Badham (R) W
41. Lowery (R) R
42. Lungren (R) W
43. Packard (R) W
44. Bates (D) R
45. Hunter (R) W

COLORADO
1. Schroeder (D) R
2. Wirth (D) R
3. Kogovsek (D) R
4. Brown (R) W
5. Kramer (R) W
6. Schaefer (R) W

CONNECTICUT
1. Kennelly (D) R
2. Gejdenson (D) R
3. Morrison (D) R
4. McKinney (R) W
5. Ratchford (D) R
6. Johnson (R) W

DELAWARE
AL Carper (D) R

FLORIDA
1. Hutto (D) R
2. Fuqua (D) W
3. Bennett (D) R
4. Chappell (D) R
5. McCollum (R) W
6. MacKay (D) R
7. Gibbons (D) R
8. Young (R) W
9. Bilirakis (R) W
10. Ireland (D) W
11. Nelson (D) R
12. Lewis (R) W
13. Mack (R) W
14. Mica (D) R
15. Shaw (R) W
16. Smith (D) R
17. Lehman (D) R
18. Pepper (D) R
19. Fascell (D) R

GEORGIA
1. Thomas (D) R
2. Hatcher (D) R
3. Ray (D) R
4. Levitas (D) R
5. Fowler (D) R
6. Gingrich (R) W
7. McDonald (D) W
8. Rowland (D) R
9. Jenkins (D) R
10. Barnard (D) W

HAWAII
1. Heftel (D) A
2. Akaka (D) R

IDAHO
1. Craig (R) W
2. Hansen (R) W

ILLINOIS
1. Vacancy
2. Savage (D) R
3. Russo (D) R
4. O'Brien (R) R
5. Lipinski (D) R
6. Hyde (R) W
7. Collins (D) R
8. Rostenkowski (D) R
9. Yates (D) R
10. Porter (R) W
11. Annunzio (D) R
12. Crane, Philip (R) W
13. Erlenborn (R) W
14. Corcoran (R) W
15. Madigan (R) R
16. Martin (R) W
17. Evans (D) W
18. Michel (R) W
19. Crane, Dan (R) W
20. Durbin (D) W
21. Price (D) R
22. Simon (D) R

INDIANA
1. Hall (D) R
2. Sharp (D) R
3. Hiler (R) W
4. Coats (R) W
5. Hillis (R) W
6. Burton (R) W
7. Myers (R) W
8. McCloskey (D) R
9. Hamilton (D) R
10. Jacobs (D) R

IOWA
1. Leach (R) W
2. Tauke (R) W
3. Evans (R) R
4. Smith (D) R
5. Harkin (D) R
6. Bedell (D) R

KANSAS
1. Roberts (R) W
2. Slattery (D) R
3. Winn (R) W
4. Glickman (D) R
5. Whittaker (R) W

KENTUCKY
1. Hubbard (D) R
2. Natcher (D) R
3. Mazzoli (D) R
4. Snyder (R) W
5. Rogers (R) W
6. Hopkins (R) W
7. Perkins (D) R

LOUISIANA
1. Livingston (R) W
2. Boggs (D) R
3. Tauzin (D) W
4. Roemer (D) W
5. Huckaby (D) W
6. Moore (R) W
7. Breaux (D) W
8. Long (D) R

MAINE
1. McKernan (R) W
2. Snowe (R) W

MARYLAND
1. Dyson (D) R
2. Long (D) R
3. Mikulski (D) R
4. Holt (R) W
5. Hoyer (D) R
6. Byron (D) R
7. Mitchell (D) R
8. Barnes (D) R

MASSACHUSETTS
1. Conte (R) W
2. Boland (D) R
3. Early (D) R
4. Frank (D) R
5. Shannon (D) R
6. Mavroules (D) R
7. Markey (D) R
8. O'Neill (D) Speaker
9. Moakley (D) R
10. Studds (D) R
11. Donnelly (D) R

MICHIGAN
1. Conyers (D) R
2. Pursell (R) W
3. Wolpe (D) R
4. Siljander (R) W
5. Sawyer (R) W
6. Carr (D) R
7. Kildee (D) R
8. Traxler (D) R
9. Vander Jagt (R) W
10. Albosta (D) R
11. Davis (R) R
12. Bonior (D) R
13. Crockett (D) R
14. Hertel (D) R
15. Ford (D) R
16. Dingell (D) R
17. Levin (D) R
18. Broomfield (R) W

MINNESOTA
1. Penny (D) W
2. Weber (R) W
3. Frenzel (R) W
4. Vento (D) R
5. Sabo (D) R
6. Sikorski (D) R
7. Stangeland (R) W
8. Oberstar (D) R

MISSISSIPPI
1. Whitten (D) R
2. Franklin (R) W
3. Montgomery (D) W
4. Dowdy (D) R
5. Lott (R) W

MISSOURI
1. Clay (D) R
2. Young (D) R
3. Gephardt (D) R
4. Skelton (D) R
5. Wheat (D) R
6. Coleman (R) W
7. Taylor (R) W
8. Emerson (R) W
9. Volkmer (D) R

MONTANA
1. Williams (D) R
2. Marlenee (R) W

NEBRASKA
1. Bereuter (R) W
2. Daub (R) W
3. Smith (R) W

NEVADA
1. Reid (D) R
2. Vucanovich (R) W

NEW HAMPSHIRE
1. D'Amours (D) R
2. Gregg (R) W

NEW JERSEY
1. Florio (D) R
2. Hughes (D) W
3. Howard (D) P
4. Smith (R) R
5. Roukema (R) W
6. Dwyer (D) R
7. Rinaldo (R) R
8. Roe (D) R
9. Torricelli (D) R
10. Rodino (D) R
11. Minish (D) R
12. Courter (R) W
13. Forsythe (R) W
14. Guarini (D) R

NEW MEXICO
1. Lujan (R) W
2. Skeen (R) W
3. Richardson (D) R

NEW YORK
1. Carney (R) W
2. Downey (D) R
3. Mrazek (D) R
4. Lent (R) W
5. McGrath (R) W
6. Addabbo (D) R
7. Ackerman (D) A
8. Scheuer (D) R
9. Ferraro (D) R
10. Schumer (D) R
11. Towns (D) R
12. Owens (D) R
13. Solarz (D) R
14. Molinari (R) W
15. Green (R) W
16. Rangel (D) R
17. Weiss (D) R
18. Garcia (D) R
19. Biaggi (D) R
20. Ottinger (D) R
21. Fish (R) W
22. Gilman (R) R
23. Stratton (D) R
24. Solomon (R) W
25. Boehlert (R) R
26. Martin (R) W
27. Wortley (R) W
28. McHugh (D) R
29. Horton (R) W
30. Conable (R) W
31. Kemp (R) W
32. LaFalce (D) R
33. Nowak (D) R
34. Lundine (D) R

NORTH CAROLINA
1. Jones (D) R
2. Valentine (D) R
3. Whitley (D) R
4. Andrews (D) R
5. Neal (D) R
6. Britt (D) R
7. Rose (D) R
8. Hefner (D) R
9. Martin (R) A
10. Broyhill (R) W
11. Clarke (D) R

NORTH DAKOTA
AL Dorgan (D) R

OHIO
1. Luken (D) R
2. Gradison (R) W
3. Hall (D) R
4. Oxley (R) W
5. Latta (R) W
6. McEwen (R) W
7. DeWine (R) W
8. Kindness (R) W
9. Kaptur (D) R
10. Miller (R) W
11. Eckart (D) R
12. Kasich (R) W
13. Pease (D) R
14. Seiberling (D) R
15. Wylie (R) W
16. Regula (R) W
17. Williams (R) R
18. Applegate (D) R
19. Feighan (D) R
20. Oakar (D) R
21. Stokes (D) PW

OKLAHOMA
1. Jones (D) R
2. Synar (D) R
3. Watkins (D) R
4. McCurdy (D) W
5. Edwards (R) W
6. English (D) W

OREGON
1. AuCoin (D) R
2. Smith (R) W
3. Wyden (D) R
4. Weaver (D) R
5. Smith, Denny (R) W

PENNSYLVANIA
1. Foglietta (D) R
2. Gray (D) R
3. Borski (D) R
4. Kolter (D) R
5. Schulze (R) W
6. Yatron (D) R
7. Edgar (D) R
8. Kostmayer (D) R
9. Shuster (R) W
10. McDade (R) R
11. Harrison (D) R
12. Murtha (D) R
13. Coughlin (R) W
14. Coyne, William (D) R
15. Ritter (R) R
16. Walker (R) W
17. Gekas (R) W
18. Walgren (D) R
19. Goodling (R) W
20. Gaydos (D) R
21. Ridge (R) W
22. Murphy (D) R
23. Clinger (R) W

RHODE ISLAND
1. St Germain (D) R
2. Schneider (R) W

SOUTH CAROLINA
1. Hartnett (R) W
2. Spence (R) W
3. Derrick (D) R
4. Campbell (R) W
5. Spratt (D) R
6. Tallon (D) R

SOUTH DAKOTA
AL Daschle (D) R

TENNESSEE
1. Quillen (R) W
2. Duncan (R) W
3. Lloyd (D) W
4. Cooper (D) R
5. Boner (D) R
6. Gore (D) R
7. Sundquist (R) W
8. Jones (D) R
9. Ford (D) R

TEXAS
1. Hall, Sam (D) R
2. Wilson (D) R
3. Bartlett (R) W
4. Hall, Ralph (D) A
5. Bryant (D) R
6. Gramm (R) W
7. Archer (R) W
8. Fields (R) W
9. Brooks (D) R
10. Pickle (D) R
11. Leath (D) R
12. Wright (D) R
13. Hightower (D) W
14. Patman (D) R
15. de la Garza (D) R
16. Coleman (D) R
17. Stenholm (D) W
18. Leland (D) R
19. Hance (D) R
20. Gonzalez (D) R
21. Loeffler (R) W
22. Paul (R) W
23. Kazen (D) R
24. Frost (D) R
25. Andrews (D) R
26. Vandergriff (D) R
27. Ortiz (D) R

UTAH
1. Hansen (R) W
2. Marriott (R) W
3. Nielson (R) W

VERMONT
AL Jeffords (R) R

VIRGINIA
1. Bateman (R) W
2. Whitehurst (R) W
3. Bliley (R) W
4. Sisisky (D) R
5. Daniel (D) W
6. Olin (D) R
7. Robinson (R) W
8. Parris (R) W
9. Boucher (D) R
10. Wolf (R) W

WASHINGTON
1. Pritchard (R) W
2. Swift (D) R
3. Bonker (D) R
4. Morrison (R) W
5. Foley (D) R
6. Dicks (D) R
7. Lowry (D) W
8. Chandler (R) W

WEST VIRGINIA
1. Mollohan (D) R
2. Staggers (D) R
3. Wise (D) R
4. Rahall (D) R

WISCONSIN
1. Aspin (D) R
2. Kastenmeier (D) R
3. Gunderson (R) W
4. Zablocki (D) R
5. Moody (D) R
6. Petri (R) W
7. Obey (D) R
8. Roth (R) W
9. Sensenbrenner (R) W

WYOMING
AL Cheney (R) W

EDITORIALS

Labor's Endorsement

AN ENDORSEMENT is not a way of instructing people how they should vote.

Our members are thoughtful, intelligent, given to making up their own minds and exercising the duties and privileges of citizenship without feeling the need for extraordinary guidance.

An endorsement (by the AFL-CIO) is an act of internal governance.

It's the instruction that we get, as a federation, from our affiliates, speaking for their membership.

Without that, we are not empowered to do anything in the political arena. So we need such an action—which we call an endorsement—in order to bring the structure, resources and organization that we have to assure that working people participate in this political process to the maximum extent possible.

That consists of three essential undertakings:

1. To assure that they are registered and qualified to vote. Now, that does not happen by simply issuing a declaration. It requires hard, grueling work . . . to find out where the areas of concentration need to be, to give people information as to where they go to register and to help them get there.

2. We ought to do and we intend to do everything that we can to make certain that our members have all the information about the records of the candidates and their positions on issues of concern to them before the election.

3. We intend to do everything that we possibly can to see that our members and their families participate and actually go to the polls and vote, as close to 100 percent as is humanly possible to do.

Those are all acts of good citizenship, and they are the essence of our political activity.

There is no pretense that one can have any assurance of what judgment a person makes when he enters the privacy of the polling place. Nor would we want it.

If we have a good candidate who can persuade working people of his concern for their well-being, we are quite confident that the trade union members and their families in this country will do the proper thing and vote in accordance with their characteristics. And their leading characteristic is that they are governed not only by selfish concerns, but by a deep and abiding concern for the well-being of their brothers and sisters, for their country, and for the less fortunate in life.

And I think this process is well served by maximum participation of working people.

—AFL-CIO President Lane Kirkland at a news conference, Aug. 8, 1983, Boston.

The Road Back

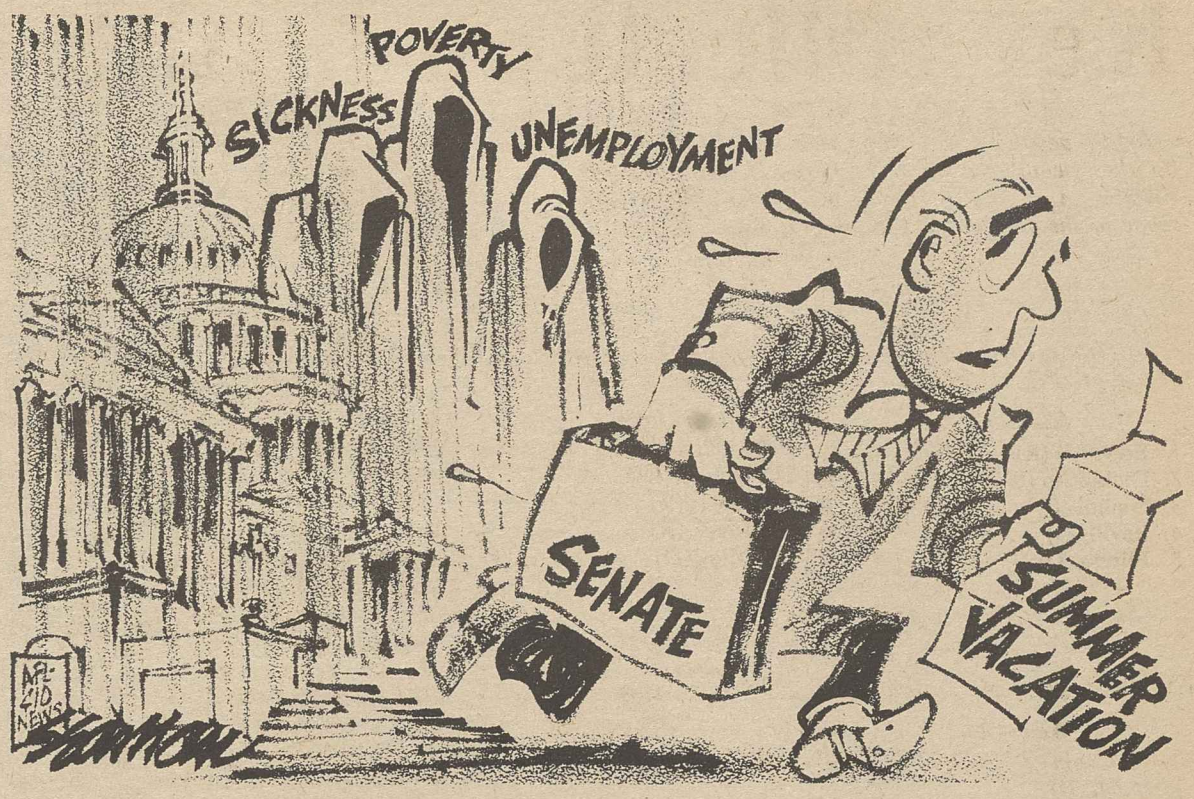
THE AFL-CIO WELCOMES the recent drop in unemployment. But there are still 18 million workers unemployed or underemployed when you count the more than 10.6 million jobless workers, another 1.7 million "discouraged workers" who have stopped looking for non-existent jobs, and an additional 5.6 million workers who want full-time jobs but can find only part-time work.

Even under the optimistic assumptions of the Administration's July budget review, it would take more than three years before unemployment is down to 7.5 percent, the rate when President Reagan took office.

The Reagan Administration's budget, monetary, and trade policies make it unlikely that the recent pickup in the nation's output of goods and services will turn into a solidly based and prolonged expansion—the kind of expansion which will rapidly create jobs and reduce the present horrendously high unemployment.

The AFL-CIO calls on Congress to move promptly to stimulate the economy, to open up job opportunities, and to meet the human needs of the poor and jobless. This Congress has the opportunity to demonstrate that our society is capable of providing jobs and justice for all.

—From Executive Council statement on the national economy, adopted Aug. 8, 1983, Boston.



Washington Window

Reagan discovers hunger after slashing aid to poor

By Press Associates, Inc.

With an estimated 40 million Americans suffering from hunger and next year's elections sensitizing politicians, a sharp confrontation may be shaping up between Congress and President Reagan.

A flurry of developments here in early August brought the issue of unemployment, poverty and hunger to center stage:

● The Census Bureau reported that the number of people below the poverty line increased by 2.6 million in 1982 to a total of 34.4 million.

● The U.S. Conference of Mayors held an assembly of organizations to devise strategies to deal with hunger and called for federal action to create jobs and get food to 40 million hungry.

● A House panel led by angry Democrats demanded to know why the Administration cut back on cheese and dairy product distribution when the ranks of hungry people were growing.

● Reagan, saying he was "perplexed" by press accounts of hungry people in recent weeks, announced he would appoint a Task Force on Food Assistance to study the problem.

The reaction to Reagan's discovery of hunger in America was one of skepticism and astonishment.

Out to lunch

"I don't know where he's been," declared House Speaker Thomas P. O'Neill, Jr. The House leader said people were going hungry largely because "one particular conservative Republican (Reagan) has led a nationwide campaign of ridicule against America's nutrition programs."

Rep. Leon E. Panetta (D-Calif.), whose nutrition subcommittee held field hearings around the nation earlier this year, reacted to Reagan's announcement with "astonishment."

There's no mystery, he said. Everywhere his panel went, he said, it heard the rise in hunger was due to the recession and program cutbacks.

The immediate reaction to the furor over hunger was that the Administration reversed itself slightly. After cutting back on cheese and butter distribution in response to industry complaints that free commodities were depressing sales, the Administration told Panetta's panel it would increase and diversify commodities for the hungry.

However, the President faces continuing problems with Congress over the hunger issue.

Future plans

As the Center on Budget and Policy Priorities points out, Reagan has proposed heavy cuts in food stamps and nutrition programs for the coming year.

Under Reagan's proposals, according to an analysis by the Congressional Budget Office:

● Food stamp benefits would be cut for 62 percent of all recipient households, or 4.9 million households. Four out of every five of the poorest households, those with incomes below half of the poverty line, would suffer benefit cuts. One million elderly and handicapped households would have their food stamps cut, losing an average of one-fourth of what they now receive.

● WIC: Reagan is seeking lower funding for the Women, Infants & Children program. This would terminate 600,000 low-income pregnant women, infants and children from benefits next year though they are most at risk.

● Child nutrition programs face a Reagan request for cuts of $300 million a year, on top of cuts in school lunches and other programs enacted in 1981. Reagan wants to merge three child nutrition programs targeted for low-income children into a block grant with 29 percent less funds.

Just before it recessed, Congress overwhelmingly adopted a nonbinding resolution which opposed any further nutrition cuts this year or next. The House vote was 407-16.

It seems clear that the members of Congress have learned what is going on at the grass roots. The next move is up to the President.

AFL-CIO news

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Vol. 28, No. 32 SATURDAY, AUGUST 13, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
American Federation of Labor and Congress of Industrial Organizations

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Labor's program

Congress recess puts recovery bills on hold

The House will resume action on labor's economic recovery agenda when Congress convenes in mid-September after a five-week recess.

Its post-recess schedule includes a public service jobs bill that would enable local governments to hire persons unemployed at least 15 weeks for a wide range of jobs that need doing. The bill, sponsored by Rep. Augustus F. Hawkins (D-Calif.), has been cleared for Sept. 20 debate.

Other labor-supported measures expected to be called up this fall by the House Democratic leadership include an auto domestic content bill that would require foreign manufacturers to set up production facilities in the United States in order to compete for a large share of the domestic market.

Cut to size

But if the pattern of the first seven months of the 98th Congress continues, the Republican-controlled Senate will seek to chop new initiatives into bite-sized chunks the Reagan Administration can be persuaded to swallow. Failing that, the Senate pattern has been to sidetrack legislation that would bring a politically embarrassing presidential veto.

The House passed a mortgage relief bill last May to head off foreclosures of home-School. Its extension teachers reach some owners unable to meet payments because of unemployment. Senators John Heinz (R-Pa.) and Donald W. Riegle, Jr. (D-Mich.) will attempt to get a smaller loan guarantee program through the Senate when it resumes consideration of a housing authorization bill after the recess.

Also before the Senate is the health insurance for the unemployed bill the House passed on Aug. 3. Two Senate committees have approved smaller-scaled programs, both with strings. The Senate Finance Committee plan would compel cuts in Medicare funds for the elderly to pay for the program. A Labor & Human Resources Committee bill would require additional sources of revenue before the program could take effect.

There are a host of other economy-related issues to be acted on by both the House and Senate—including decisions on raising added tax revenues required by the budget resolution Congress adopted.

The congressional budget cut the projected deficit below the Administration's estimate despite raising domestic spending levels. But the White House has been pressing Congress to keep the tax structure intact, including the costly indexing of tax brackets, and cut deeper into nonmilitary spending.

The Administration managed to get a natural gas decontrol bill out of a Senate committee, but there appears to be little enthusiasm for a move that almost certainly would mean higher heating bills for gas-using households.

Appropriations bills, most of which are waiting final action by Congress, have been an almost daily battle—involving issues as vast as military strategy and as narrow as the construction of a new post office in a congressional district. To date, House-Senate conferees have chosen to trim back domestic spending to a compromise acceptable to the Administration rather than risk a presidential veto.

Immigration battle

An immigration bill passed the Senate by a one-sided vote, but four House committees have struggled to sometimes contradictory conclusions on the version to come before the House.

A labor-supported bill to toughen penalties against corrupt union officials passed the Senate and is awaiting House action.

Still ahead is a congressional decision on renewal of the federal supplemental unemployment insurance program that is scheduled to end on Sept. 30. That decision is likely to be a signal as to whether the pickup in jobs since the high-water mark of the recession has diminished congressional concern over the 10.6 million Americans still out of work.

Endowment drive backs Kentucky school goals

Boston — The AFL-CIO endorsed a drive to establish an endowment for the highly acclaimed Hindman Settlement School of Knott County, Ky.

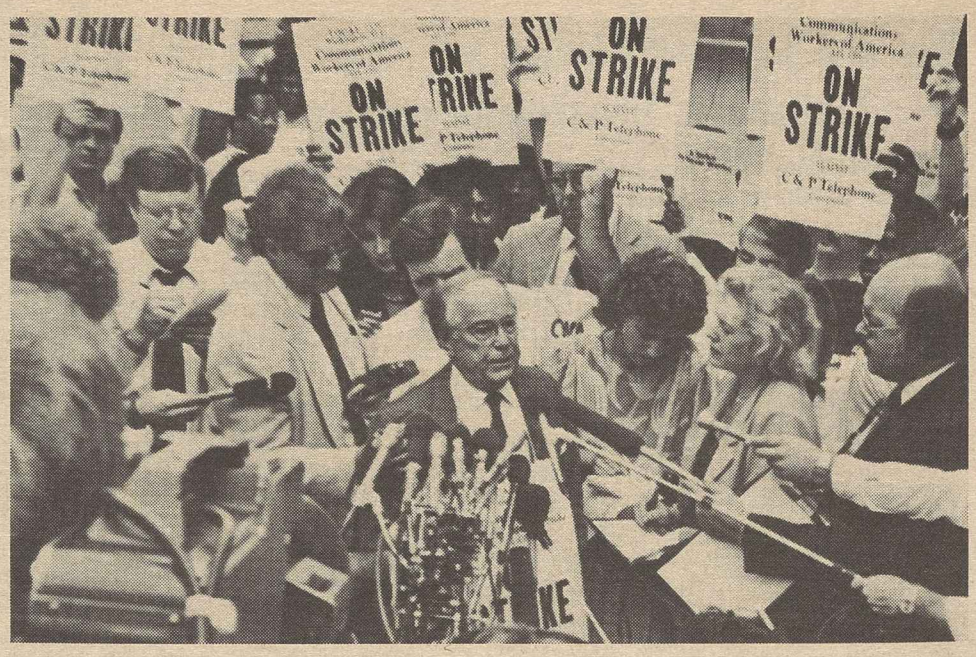
The endowment, launched to raise funds for the school, has been named in honor of House Labor & Education Committee Chairman Carl D. Perkins (D-Ky.) and his wife, Verna Johnson Perkins.

The Executive Council said in a statement that it welcomes the recognition of the achievements of the school as well as the "opportunity to pay tribute to the lifetime of work of Carl and Verna Perkins."

It pointed out that Perkins, a member of Congress since 1949 and committee chairman for 16 years, is "a staunch advocate of public education and other causes important to working people," and that Mrs. Perkins, a former teacher, is a lifelong advocate of improved education.

The school, founded in 1902, "has offered mountain residents in one of the nation's poorest counties a 'path of opportunity' through the world of knowledge, art, music and ideas," the council said.

Several hundred elementary and high school students attend the Hindman 3,000 additional people, the council noted.



CWA President Glenn Watts gives a picket-line interview.

Telephone strikers backed on fair-share contract aim

Continued from Page 1

visory force to keep phone systems operating. But the company was making no pretense that it could maintain normal services with its regular workforce on the picket lines.

CWA President Glenn E. Watts charged that management did not get down to serious bargaining until the last minute and then miscalculated by expecting the unions to grasp at any offer "in a last-minute rush to reach a settlement."

Apart from wages, he said, the company failed to respond to such legitimate worker concerns as protection against technological displacement and assurance of training opportunities. It sought to downgrade skilled crafts jobs by creating a new "services assistant" job title at lower pay.

Also, Watts told reporters, "the company failed to respond" to proposals for reducing job stress in operator services.

A major "give-back" issue was AT&T's effort to shift part of the company's health insurance costs onto employees.

The two sides have been in informal contact talks since the walkout began and federal mediation officials have been monitoring developments.

Local contracts are normally negotiated after a national agreement is reached. Some local-issue negotiations are continuing despite the strike.

In a related area of AT&T bargaining, IBEW members at 17 Western Electric plants in 13 states were voting on their union's recommendation to reject the management proposal and authorize a strike. The vote was to be tallied Aug. 14.

Western Electric is the manufacturing arm of AT&T, and the IBEW bargains for 40,000 of its workers. Another 18,000, in plants represented by CWA, are already on strike.

IUD warns policy vacuum threatens lasting job losses

The United States faces permanently high unemployment unless its manufacturing base is regained, the AFL-CIO Industrial Union Dept. warned in testimony before the Joint Economic Committee of Congress.

IUD President Howard D. Samuel called for a realistic approach to international trade, with U.S. policies reflecting the importance of industrial jobs to the nation's economic health.

This calls both for the strengthening of existing trade laws and regulations that have been proposed by the Labor-Industry Coalition on International Trade (LICIT) and the shaping of a national industrial policy, Samuel testified.

Without an industrial policy, he warned, the new "high-tech" industries will go the way of so many smokestack industries—washed away by a flood of imports.

Samuel said most of the recent job loss has been caused by the "targeting" by other countries of industries that get government help to expand beyond domestic needs—with the clear goal of capturing a large share of the huge U.S. market.

The manufacturing sectors targeted by other countries have gone beyond such "traditional and basic industries" as steel, shipbuilding, textiles, apparel and footwear, Samuel testified. "They are also being directed in many countries to the promotion of such industries as aircraft, semiconductors, computers, robotics, automobiles, fiber optics, machine tools, heavy machinery and large electrical generating and transmission equipment."

Smokeless smokestacks

Samuel told the committee that the loss of some 660,000 jobs in basic manufacturing industries over the past 10 years has been reflected in "the smokeless smokestacks and empty plants in Birmingham, Baltimore, Akron, Gary, Detroit, Buffalo, Cleveland, Chattanooga, Pittsburgh and other industrial centers."

U.S. Special Trade Representative William E. Brock, who also testified before the Joint Economic Committee, acknowledged that "problems" can arise for U.S. industries that must compete with targeting by other countries. But he said the United States shouldn't "emulate" such practices or act to bar imports from targeted industries.

"A government cannot always pick winners," he contended.

Congress averts jobless aid cuts

Congress completed action on a compromise bill to avoid further cutbacks in the soon-to-expire supplemental unemployment compensation program before starting its five-week recess.

The House passed a more generous version, but it agreed to the cost-reducing changes the Senate made in order to clear the measure for the President's signature before the congressional recess. Despite the lower price tag, Administration officials weren't sure whether President Reagan would sign the measure into law.

The bill's intent is to avoid an abrupt reduction of federally funded benefits in the states where the jobless rate has stayed high or even risen. The insured unemployment rate (IUR), which determines the number of weeks of federally funded benefits a state may pay, has been a notoriously unreliable index.

Unless Congress approves legislation to extend it, the entire program will end on Sept. 30, the close of the fiscal year. Persons still receiving supplemental benefits then would be phased out with 50 percent of their unused eligibility.

The new legislation, if signed by the President, will affect two groupings of states.

The largest group is composed of 15 states that have had cutbacks of four or six weeks since the end of March, when the previous program ended and benefits were reduced.

These states won't lose any more weeks of eligibility, no matter how low their IUR drops. The protected states are Alabama, Alaska, Arkansas, Illinois, Maine, Michigan, Mississippi, Ohio, Oregon, Utah, Vermont, Washington, Wisconsin, Wyoming and New Mexico.

Other states could lose eligibility during the remaining weeks of the program, but are not likely to drop abruptly.

In four states—Massachusetts, North Carolina, Arizona and Kansas—some unemployed workers will be given an additional two weeks of eligibility if the President signs the bill.

Those are states where workers had their benefits cut back from the level they were promised because the Labor Dept. had second thoughts about its interpretation of the law.

Originally, the Labor Dept. said no state could drop more than four weeks below the March level but then it changed the interpretation to apply only to the first week of the changeover.

In those four states that are affected, a worker dropped from the rolls would be eligible for an additional two weeks of payments if still unemployed.

The bill sent to the President also includes a two-year extension of the surplus food distribution program, along with grants for communities and community groups to pass out the food.

The Administration originally opposed an extension. But it dropped its opposition to the program after President Reagan said he had read about people going hungry and established a commission to study the matter.

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SATURDAY
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MEMO FROM COPE
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Striking telephone workers and their supporters rally in Washington.

40,000 join walkout

Hard bargaining, unity mark telephone strike

Hard bargaining, picket line solidarity and an offer to work without pay in hurricane-threatened communities marked the strike of more than 700,000 workers against the American Telephone & Telegraph Co.

The ranks of the strikers grew by 40,000 as members of the International Brotherhood of Electrical Workers at Western Electric installations throughout the country voted overwhelmingly to join the strike. The IBEW already had 100,000 workers out, along with 525,000 AT&T employees represented by the Communications Workers and 50,000 by the unaffiliated Telecommunications workers.

The strike began Aug. 7 when contracts with the Bell System expired, and bargaining committees for the two sides grappled over the issues of job security in the face of rapid automation as well as basic issues of wages and work rules.

Some progress reported

Both sides indicated progress towards settlement, but there were still some sticky differences to be resolved. While the Western Electric contracts are separate, the money pattern has been the same and the contract issues are comparable.

The offer to put aside picket signs in the area threatened by Hurricane Alicia was made by CWA President Glenn Watts and accepted with thanks by management.

"In keeping with our tradition of providing emergency service in events of natural or other disasters during a strike, our members have been alerted to be ready to report for work, Watts said.

He said CWA members "will perform emergency repair work caused by the storm without accepting pay" and will "concentrate on areas affecting public health and safety."

Watts said the union is asking management personnel who have been trying to do the jobs held by the strikers to stand aside so that the union workers can deal with the hurricane emergency.

The strike began when the unions rejected a company pay package that did not provide for a first-year increase for new workers, and offered a maximum of 3.5 percent to senior employees. During the second and third years of the proposed three-year contract, the only pay increase would have been cost-of-living adjustments.

The pending Jan. 1 divestiture of AT&T's 22 local operating companies has made job security a major bargaining goal in the talks. The unions have pushed hard for an "employment security" package that would be financed by AT&T, run jointly by the company and the union, and offer training and retraining programs.

Continued on Page 5

Labor Dept. balks at helping workers denied retraining

By David L. Perlman

The Labor Dept. will have to spend up to $124 million to remedy its denial of retraining opportunities for workers whose jobs were wiped out by imports—unless it can persuade an appeals court to overturn a federal judge's ruling.

U.S. District Judge June Green set the $124 million figure as the Labor Dept.'s potential liability in a class action suit brought by the Auto Workers against Labor Sec. Raymond Donovan.

The Labor Dept. plans to appeal both the finding that it illegally refused to spend funds that were available for training programs and the estimate of the cost of the remedy. It had argued unsuccessfully that a $2 million set-aside would meet its obligations even if the finding of liability should be upheld.

The facts of the case were not in serious dispute. Congress had cut back a more generous trade adjustment assistance program under Reagan Administration pressure, substituting a bare-bones program of relocation and job search funds plus authority for federally funded retraining. Persons in approved retraining programs could also receive an additional 26 weeks of unemployment compensation.

The Administration touted the shift to a retraining emphasis instead of the more costly trade adjustment payments previously provided. But for the first part of the 1982 fiscal year, which started Oct. 1, 1981, the Labor Dept. instructed state employment services not to fund any training benefits for workers who had been certified as eligible because Congress hadn't appropriated money specifically for that purpose.

Unused funding

In fact, the UAW contended and the Labor Dept. agreed, the department could have used funds from other employment and training programs that were being discontinued to pay for the Trade Act retraining programs. Instead, at the end of the fiscal year, it turned back $89 million of unused training funds to the Treasury.

The UAW and the court held that the Labor Dept. was required to use available funds for the program. The Labor Dept. said it was optional and that Donovan didn't have to spend the money.

Judge Green's decision requires the Labor Dept. to provide funds to state employment offices to search records and identify persons who were cut off from already approved job training or refused job training they sought on the grounds that federal funds were not available.

Persons who had spent their own money to complete or take programs are to be reimbursed for all payments that should have been covered. Those who were denied training will be given an opportunity for comparable training and up to 26 weeks of unemployment compensation during training.

UAW attorneys will ask Judge Green to clarify the order so as to include training entitlement for persons who were eligible but did not make a formal applica-

Continued on Page 4

Schedule grows for observances of Solidarity Day

More than 150 Solidarity Day III events are slated nationwide for Labor Day, Sept. 5, when hundreds of thousands of union members and their families will participate in parades, rallies and demonstrations that combine observances of the holiday with the chance to voice their concerns over economic, social and human issues affecting America's workers.

Total nationwide participation in the demonstrations, at least one of which will be held in each state, is expected to top the 400,000 mark set on Sept. 19, 1981, at the historic Solidarity Day I march in Washington.

That event on the National Mall to protest the damaging social and economic policies of the Reagan Administration was the largest political demonstration ever held in the nation's capital.

Solidarity Day II was marked on elec-

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Only 1 of 3 helped

6.6 million jobless lack benefits

Millions of Americans are out of work due to the Reagan Recession, yet only every third unemployed worker is drawing jobless insurance benefits.

Labor Dept. statistics show that for the week ended July 30, only 3,934,600 of the nation's 10.6 million unemployed workers received weekly unemployment benefits under various federal and state unemployment compensation programs. That translates to 36.8 percent of the jobless, or about one out of every three workers.

The number of unemployed Americans receiving benefits has dropped steadily in recent months. The 3,934,600 who drew benefits during the week ended July 30 was 250,400 fewer than the previous week, and compared with 4,500,200 for the same week a year earlier.

If Congress had not enacted an emergency program to give extra weeks insurance benefits to people who had exhausted their benefits, the number would be smaller by 842,836. But that program will expire at the end of September unless Congress extends it.

Recession comparison

During the worst of the nation's last major recession, from 1973 to 1975, the proportion of the total number of unemployed workers receiving benefits was much larger. Sixty-five to 69 percent of the total jobless received unemployment benefits in February, March, and April 1975—just about double the current proportion.

One reason for the glaring disparity is the protracted length of the current recession, which began in July 1981 right after an earlier, less severe recession shortly before the end of the Carter Administration.

Under the law, a worker must have been employed for a certain length of time, or "base period," in the year before he or she became jobless to receive benefits. The current recession has lasted so long that many people have used up all their benefits and extensions and never found a new job to enable them to establish a new base period.

Another reason is that states with long-term, persistently high jobless rates may fail to meet the unemployment growth "trigger" in the program formula for what is called "extended benefits." In fact, all the states except Louisiana and West Virginia have dropped off the extended benefits program.

Also, a series of program alterations

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The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

8/20/83

Court upholds state rule on toxic hazards

States are continuing to pass labor-urged "right-to-know" laws governing identification of chemical hazards in the workplace, a federal appellate court upheld the constitutionality of West Virginia's statute, and the Occupational Safety & Health Administration inched closer to a long-delayed decision on a federal hazard identification standard.

West Virginia's law had been challenged by the state's Manufacturers Association which included in its arguments the claim that the state was pre-empted from legislating on the subject because federal law regulates hazardous and toxic substances in the workplace.

Both a federal district court and the U.S. 4th Circuit Court of Appeals found no issue of pre-emption since federal standards in effect deal with exposure limits for hazardous substances, not identification of hazards.

States have been pressed by labor to act on their own to fill the gap since the Reagan Administration abandoned the hazard identification standard for chemical substances that had been proposed during the Carter Administration. OSHA has now proposed but not yet promulgated a weaker "hazard communication" standard. If adopted, it would presumably raise new legal issues of federal pre-emption and state authority.

Weaker alternative

The proliferation of state laws, in fact, has pushed chemical manufacturers from opposing OSHA action to support of a minimal federal standard as an alternative to stronger state laws.

In two states, Illinois and New Jersey, "right-to-know" bills have been passed by the legislatures but are awaiting decisions by Republican governors on whether to sign them into law.

Alaska, New Hampshire, Minnesota and Rhode Island also enacted labor-supported laws this year. States that acted earlier include, in addition to West Virginia, California, Connecticut, Maine, Michigan, New York and Wisconsin.

The various laws differ in details. But generally they require employers to post or make available to workers the names of potentially dangerous chemicals they might encounter in their workplace with warnings of the hazards of exposure and the symptoms.

Dubinsky honored

Boston—David Dubinsky, the late president of the Ladies' Garment Workers, was chosen by the Executive Council to receive the AFL-CIO's 1983 Murray-Green-Meany Award, the labor movement's highest honor for humanitarian service.

The council voted to honor Dubinsky's lifetime of efforts "to improve the health, welfare and recreation" of working people everywhere.

Dubinsky, who was born in Brest-Litovsk, Poland, died Sept. 17, 1982 at 90. He had been a member of the ILGWU since 1911, and served as president of the union from 1932 to 1966.

Among his honors, Dubinsky was awarded the Medal of Freedom, the highest civilian honor in the United States, by President Lyndon Johnson in 1969.

ILGWU President Sol C. Chaikin will accept the award in Dubinsky's name at the AFL-CIO convention in October in Hollywood, Fla.

The Murray-Green-Meany Award is presented annually as a memorial to William Green, Philip Murray and George Meany, late leaders of the AFL, the CIO and the merged federation.

Previous recipients include Msgr. George Higgins, actor Danny Thomas, President Harry S Truman, Israeli Prime Minister Golda Meir, Gen. Omar Bradley and A. Philip Randolph.

Auto content law called vital to aluminum, glass workers

Las Vegas, Nev.—The Aluminum, Brick & Glass Workers' first biennial convention called for prompt congressional passage of domestic content legislation as essential to the nation's auto industry and the jobs of ABGW members.

The convention cited the adverse impact on firms linked to auto production from both the recession and the increase in imported cars and trucks. The result is a reduced demand for aluminum and glass by the auto industry and lost work for the union's members.

The 415 delegates approved 11 changes in bylaws dealing primarily with the duties of officers and administration of the union's strike fund.

Sec.-Treas. H. Max Webster was re-elected to a four-year term and two new vice presidents were elected to two-year terms —Jerry Storms of Corpus Christi, Tex., and Kenneth Radcliff of Lafayette, Ind. Sixteen other vice presidents were re-elected while the 11 vice presidents from the former Glass & Ceramic Workers were not up for election.

ABGW President Lawrence A. Holley will be up for re-election in 1985, along with all vice presidents whose number will be reduced to 17 from 29 under merger agreement.

AFL-CIO Sec.-Treas. Thomas R. Donahue congratulated the delegates for their past merger efforts to "form a more perfect union." The Aluminum Workers merged in 1981 with the Brick & Clay Workers. And in 1982, the Aluminum, Brick & Clay Workers merged with the Glass & Ceramic Workers to form the ABGW.

Donahue told the delegates not to be comforted by President Reagan's "premature talk" of economic recovery. "When everyone is back at work again, then there will be recovery," he stressed.

Many workers have no jobs to go back to, Donahue pointed out. Although a "high-tech" future is predicted for workers, there won't be as many manufacturing jobs in the future, he said, stressing the need for reducing the workweek, first to 35 hours, and later to 30 hours. "Otherwise, there won't be enough jobs for everyone," he warned.

Merger talks

Furniture Workers President Carl Scarbrough expressed support for continuing the merger talks between the UFWA and the ABGW.

AFL-CIO Maritime Trades Dept. President Frank Drozak urged the delegates to support congressional passage of the Competitive Shipping & Shipbuilding Act of 1983, and national COPE Director John Perkins outlined labor's strategies for the 1984 elections.

Canadian Labor Congress Executive Vice President Richard Mercier chastised government policies that brought Canada double-digit inflation and unemployment at the same time.

He noted the Canadian labor movement will have to help fashion the framework for economic recovery there and it will have to build around the right to a secure job and income, the right to need public services and the right to free and fair collective bargaining.

John Bard, president of the Aluminum Association, briefed delegates on his trade group's new industrywide promotional campaign called, "Make It with Aluminum."

Other speakers included AFL-CIO Field Rep. David Sickler and Wilbert Robinson of the A. Philip Randolph Institute.

Delegates selected Toronto as the site for the ABGW's 1985 convention.

Study points to bigger role for retired union members

Boston—A new AFL-CIO study shows that union retirees continue to have a strong interest in their unions after retirement, and recommends they be given an opportunity to take part in union activities.

Based on replies to a questionnaire sent to all national and international affiliates as well as to state and larger local central bodies, the study found an "overwhelming willingness" by unions not already active in the field to consider starting retiree programs for their members.

In a report submitted to the Executive Council, the AFL-CIO Committee on Union Retirees said it had a particular interest in stimulating greater retiree activities by state and local central bodies. AFL-CIO President Lane Kirkland, in a letter accompanying the questionnaire, urged state and local central bodies to consider amending their constitutions to permit union retiree groups to affiliate with them.

In addition, the committee said that retiree groups should be encouraged to cooperate with the National Council of Senior Citizens.

As part of the AFL-CIO program to spur formation of retiree groups, the federation's Dept. of Information has developed a "how-to-do-it" booklet on establishing retiree clubs, the panel said. The booklet will soon be available for distribution.

The committee report noted that the degree of participation by retirees in their union's affairs involves a number of complex and technical considerations that call for careful study by each union.

Reports on retiree programs conducted by two larger AFL-CIO affiliates were presented to the council by Steelworkers President Lloyd McBride and Machinists President William Winpisinger. Both stressed their cooperation with the NCSC.

President Sol Chaikin of the Ladies' Garment Workers described the extensive ILGWU program and its unique features. Among other activities, the union sponsors a "Friendly Visitor" program in which retirees call on ailing and infirm retirees to determine whether they have a need for social or other services.

All three reports stressed the strong support shown by retirees for their unions' political activities.

Members of the committee on retirees include AFL-CIO Vice President Douglas Fraser, John DeConcini, Wayne Glenn, Joyce Miller, Charles Pillard, John Sweeney, and Chaikin, and President Paul Burnsky of the Metal Trades Dept. Fraser is chairman.

Joe Sedivy dies at 68, Ohio BCTC official

Columbus, Ohio—Joseph F. Sedivy, secretary-treasurer of the Ohio Building & Construction Trades Council since 1970, died Aug. 14 after a stroke.

Sedivy, who was 68, also had been a vice president of the Ohio AFL-CIO and served on its executive committee. He had been a member of the International Brotherhood of Electrical Workers for the past 42 years.

Foes sponsor bill to wreck Davis-Bacon

A Davis-Bacon Act "reform" bill, drawn to the specifications of anti-union employer groups, has been introduced in the House by Representatives Charles W. Stenholm (D-Tex.) and Arlan Stangeland (R-Minn.). Seventy-nine hard-core conservatives—62 Republican and 17 Democrats—have signed on as co-sponsors.

Their bill would go further toward wrecking prevailing wage requirements than the controversial Labor Dept. regulations that the AFL-CIO and the Building & Construction Trades Dept. challenged in federal court.

As starters, the Stenholm-Stangeland bill would do away with prevailing wage requirements on most federally funded construction. It would limit Davis-Bacon Act coverage to contracts over $1 million.

Even more drastic is its redefinition of prevailing wages—based on a proposal of the Chamber of Commerce.

During the 52 years of the Davis-Bacon Act, the Labor Dept. established a prevailing rate for each construction job based on local wage scales. Contractors were obligated to pay that rate to workers employed on federal projects.

Lowest wage included

The proposed legislation would substitute a range of wages, from the lowest paid by any employer in the area to the highest. A contractor who paid the bottom rate could continue to do so, in effect forcing other contractors to push their wages down in order to compete in the bidding. Also, contractors would be able to employ an unlimited number of low-paid helpers in place of skilled workers.

Congress has repeatedly rejected attempts to weaken the Davis-Bacon Act. The Stenholm-Stangeland bill will go to the House Education & Labor Committee.

In the Republican-controlled Senate, Sen. Don Nickles (R-Okla.), the chairman of a Senate Labor subcommittee, earlier introduced a bill that would write into law the controversial regulatory changes made by the Labor Dept. It would also exempt contracts under $100,000 from Davis-Bacon Act coverage.

Benefit rolls dip despite high rate of unemployment

Continued from Page 1

the Administration pushed through Congress two years ago has cut down the proportion of jobless workers receiving benefits. The changes made it more difficult for states to qualify for the 13-week extended benefits program. Without the Reagan changes, the Labor Dept. estimates, some 485,000 jobless workers would now be receiving benefits.

The 10.6 million active job seekers in July had been out of work an average of nearly 22 weeks, the Bureau of Labor Statistics reported.

In a report on state and metropolitan area employment and unemployment, BLS said that of the 10 largest states representing more than half the nation's civilian labor force eight reported higher jobless rates in June.

The eight states are California, whose unemployment rate for the month went from 9.9 to 10.1 percent; Florida, from 8.7 to 8.8 percent; Illinois, from 11.8 to 12.7 percent; Massachusetts, from 6.5 to 7.5 percent; New York, from 8.5 to 9.1 percent; New Jersey, from 7.5 to 8.5 percent, Pennsylvania, from 12.1 to 12.9 percent, and Texas, from 8 to 8.5 percent.

West Virginia recorded the highest jobless rate of the 50 states—17.5 percent; Michigan was next highest at 14.6 percent.

Among larger cities, Laredo, Tex., had the nation's highest jobless rate in June, 26.6 percent. Johnstown, Pa., had 21.2 percent and Modesto, Calif., 20.5 percent.

'Grass roots' leaders express strong accord on major labor issues

By Susan Dunlop

Boston — A survey of "grass roots" union leaders—conducted during the 1983 AFL-CIO regional conferences—revealed a strong current of agreement on key issues among the local leaders themselves and with their national officers.

A summary of the initial results of the survey was released to the Executive Council at its meeting here.

An analysis of the study notes that "the front-line leadership of our unions in the field—ranging from building trades to industrial, service, public sector, maritime, rails, blue collar and white collar—shares a remarkable degree of unanimity on issues. Regardless of union affiliation, this leadership shares common views."

The findings point to "an ideological solidarity at the grass roots level that bodes well for the labor movement and runs contrary to the perceptions of those who seek to divide us by exploiting imagined differences between skills and occupations," the report said, adding that for those surveyed, "the AFL-CIO does articulate and represent their opinions on a wide range of issues."

Lengthy questionnaire

Participants in the seven regional conferences conducted this spring were asked to fill out a 24-page opinion questionnaire. The survey forms were not signed, and participants were urged to answer questions based on their own opinions or feelings.

To help assure confidentiality, no breakdown was made in the compilation of the results based on the particular session in which the questionnaires were collected. Completed questionnaires were turned in by 1,882 conference participants.

According to the survey results, about 60 percent of the participants in the conferences were employed by unions or by state or local central bodies. About 24 percent said they were employed by private companies and about 15 percent were public employees.

The report pointed out that number of "rank and file" union members attending the 1983 regional conferences was reduced compared to the two previous years, largely because of the hardships many unions are experiencing during the deep recession.

Of the participants in the survey, 17 percent were female, 9 percent black and 5 percent Hispanic.

Family earnings

On education and income, 70 percent said they had at least some college or technical schooling, and some 50 percent reported annual family earnings of between $20,000 and $40,000. Of the participants, 59 percent said that their spouses also worked.

In age, those who answered the survey were 60 percent between the ages of 36 and 55. About 20 percent said they were 35 or younger, and 22 percent said they were 56 or older.

The participants revealed highly optimistic attitudes about unions and the future of union activities. Majorities of 80 to 90 percent said they feel "good" or "very good" about their own unions and the AFL-CIO.

But they were somewhat more pessimistic about their own economic futures with 76 percent expressing concern that they would not be "better off" at the end of 1983 and 61 percent responding that they feared that they or a family member might experience unemployment in the next year.

The respondents also believed, by a 77 percent majority, that union organizing is significantly harder this year than last. But by the same wide majority they said that unions should not postpone spending on organizing in order to wait for a better climate. And 95 percent of the respondents said they were willing to help their own unions in stepping up local organizing campaigns.

Participants ranked "most important issues" facing the nation today in this order: unemployment, health costs, interest rates, education, social security, foreign trade, crime, energy, inflation and civil rights.

Policy preferences

On matters of policy, participants overwhelmingly said they favor federal aid to education, increasing unemployment benefits, improving health care and child care programs, strengthening occupational safety and health measures, increasing social security benefits, continuing price controls on natural gas, providing assistance for housing and reductions in defense expenditures.

Respondents also advocated — by wide majorities — public works projects and investment in depressed industries as the two best means of easing unemployment, and they favored restricting imports and lowering interest rates as the best ways to revive the economy.

The analysis of the survey also pointed out that unlike the general population, the respondents did not display major differences of opinion among the various groups represented in the sample, such as women, blacks, Hispanics, older and younger people.

"There is no significant 'gender gap,' 'age gap' or 'ethnic gap,'" the report noted, adding that "this is perhaps not surprising for union staff, but non-staff participants exhibited the same general characteristics."

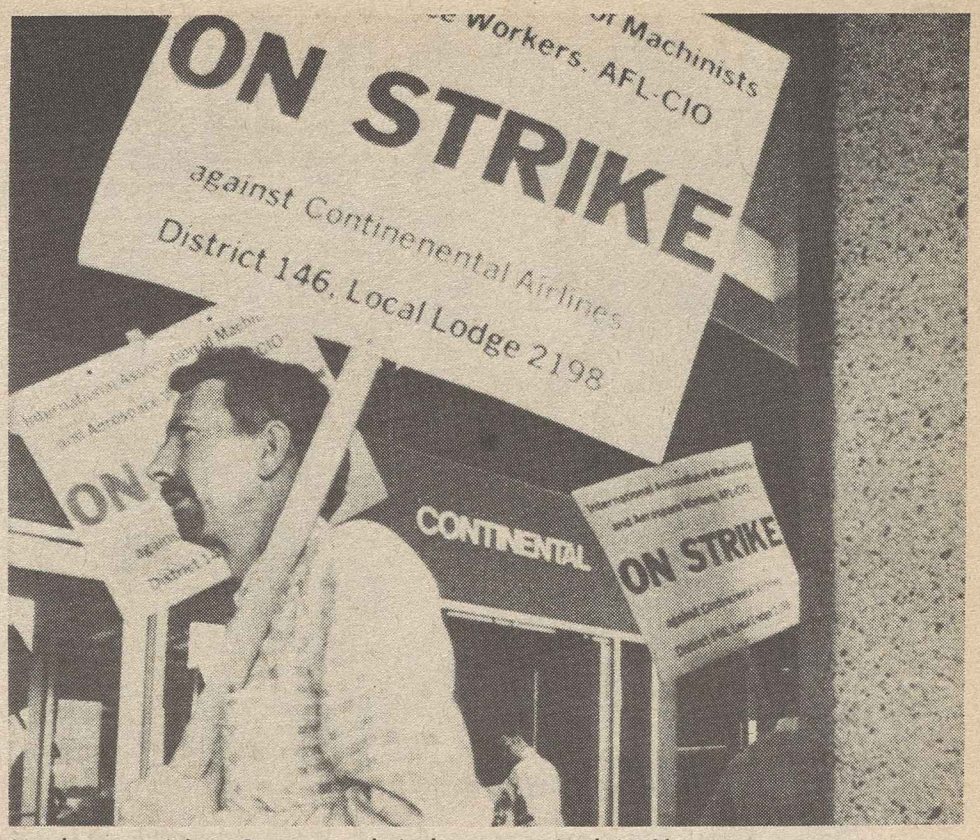
Poor performance

In an area which the report noted "comes about as close to zero as possible in an opinion survey," 96 percent of the respondents said President Reagan is not doing a good job in his office.

Respondents were also asked to assign the blame for the country's current economic recession, and 26 percent pointed to Reagan. Another 20 percent blamed "big business," 19 percent blamed the President and Congress together, and 13 percent laid the trouble on the doorstep of the Federal Reserve Bank.

Asked what they thought were the three most important causes of the current high federal budget deficits, 39 percent scored excessive government spending for defense, 43 percent blamed high joblessness and 15 percent pointed to excessive tax cuts.

The respondents said the best ways for the government to raise taxes, if necessary, were higher levies on corporations and on individuals with high incomes, and cancellation of the 1983 income tax cut for those earning more than $40,000.



Machinists picket Continental Airlines terminal in Houston.

Work rules dispute stalls Continental Airlines talks

Houston—Negotiators for the Machinists and Continental Airlines sat down together at the bargaining table for the first time since the union struck the nation's eighth largest airline, but the two sides seemed far apart on issues.

At the head of the list of issues keeping the parties from a contract settlement was the airline's demand to alter work rules. In 11th hour bargaining, the company also began removing items from the table that the two sides previously had agreed to.

In addition, Continental said it wants the right to farm out work to subcontractors that traditionally has fallen within IAM's jurisdiction. Work now performed by food service personnel, aircraft cleaning and fueling workers, and guards would be contracted out to non-union firms.

600 jobs at stake

"That kind of rule could effectively wipe out the jobs of the entire IAM workforce," warned John Peterpaul, IAM vice president for transportation. He said Continental's immediate proposals would cost the union 600 jobs upon signing a new contract.

Members of the Machinists, which represents 2,000 mechanics, flight kitchen workers, cabin cleaners, and other workers employed by the airline, walked off their jobs Aug. 6. Talks resumed Aug. 16 at the call of the National Mediation Board, which handles disputes in the airline industry.

Union leaders reacted quickly and heatedly to Continental's threat to start "permanently replacing" striking mechanics who failed to report for work this week.

"In 21 years of negotiations with Continental, the IAM has never had a strike," Peterpaul observed. "Relations with the company, we thought, were built on mutual respect.

"It is apparent from management's actions that its employees are mere numbers whose past work and sacrifices for the airline were for nought. We are disappointed and angered by the company's ruthless actions."

The union said management's tactics constituted "union-busting," and in a statement charged Continental with "taking a chapter out of the union buster's book. They've said, 'To hell with you. Either you come back to work or get fired.'"

IAM negotiators said the company forced the strike by refusing to address the bargaining issues realistically. The union said that Continental "pre-arranged, pre-planned" its bargaining stance so as to cause a walkout.

The walkout forced Continental to cancel service to 17 cities and reduce flights from 17 other cities. The airline, which has its headquarters here, has about 13,000 employees altogether. Its routes are mainly in the West.

Salvatore Iaccio dies, IAM vice president

New York—Salvatore Iaccio, a vice president of the Machinists for the past 10 years, died of cancer Aug. 15 at New York University Medical Center. He was 61.

An IAM member since 1946, Iaccio was elected in 1956 as full-time business representative of Machinists District 15 in New York. He also has served as head of the New York State Council of Machinists and as a vice president of the State AFL-CIO.

VDT study challenged on conclusions

Criticism of the conclusions of a two-year study by the National Research Council on the links between video display terminals and vision problems now includes the agency which commissioned the study—the National Institute of Occupational Safety & Health.

Barry Johnson, director of NIOSH's biomedical and behavioral science division, said that while he is satisfied with the data the NRC report reviewed, he does not agree with its conclusions that no further research into the health effects of VDT use is needed.

Johnson said, "We believe there is sufficient evidence to warrant continuing research."

Several unions, including the Newspaper Guild, Communications Workers and Service Employees, raised serious questions about the NRC report when it was issued in July.

The report, by a panel of the NRC's Committee on Vision, found "no scientific evidence" that VDTs damage vision and recommended against any large-scale study of cataracts among VDT workers because of the "extraordinary size, complexity and cost of the definitive study needed to disprove the possibility of such an association."

A "hotline" set up by SEIU District 925 and 9 to 5, National Association of Working Women, received more than 3,000 complaints in an eight-week period from VDT users.

Karen Nussbaum, who heads both organizations, charged the report did not "accurately reflect the lack of consensus among scientists and researchers who worked on the study. She cited the formal dissent of one of NRC's 13 panelists—Dr. Lawrence Stark, a scientist specializing in eye motions.

Dr. Stark said he wrote his dissent because of fears "the report does not provide adequate guidance to a VDT user or his or her physician regarding complaints of ocular discomfort and visual fatigue. I don't believe that VDTs provide adequate legibility for workers using them 9 to 5."

The District 925 hotline has received over 8,000 calls since being set up and the top complaints—17.5 percent—were of eye and vision-related problems. Other complaints included 8.9 percent who noted stress, especially headaches, 8.8 percent with pregnancy-related experiences and 4.8 percent with muscular distress.

Nussbaum pointed out that the NRC is an affiliate of the National Academy of Sciences and the National Academy of Engineering, both of which are supported by private industry, including several prominent high-technology companies and users of automated equipment.

Making a difference

"Right to Know," fifth in the eight-part America Works series produced by the AFL-CIO's Labor Institute of Public Affairs, focuses on union efforts to enact state safeguards on toxic substances. Here, Ron Malloy, vice president of International Brotherhood of Electrical Workers Local 201, is featured in a continuing Massachusetts legislative drive for labeling chemicals in the workplace and the community. The series is aired by 36 stations nationwide.

Revised OSHA manual hit as retreat on enforcement

The AFL-CIO has charged that the Occupational Safety & Health Administration's newly revised Field Operations Manual substantially weakens enforcement practices and exempts many workplaces from general inspections.

Margaret Seminario, associate director of the federation's Occupational Safety, Health & Social Security Dept., assailed the agency's action not allowing the AFL-CIO or any of its affiliates "an opportunity to review or comment on the revised manual" before it was issued.

Findings from a subsequent review commissioned by the federation raise a number of concerns how workers are affected by the revised manual that OSHA inspectors rely on.

Policies adopted under the Reagan Administration included exemption of "the majority of manufacturing firms and industries from general schedule safety inspections, restricting inspections in response to worker complaints, substituting state consultative visits for inspections and limiting the use of the general duty clause," Seminario wrote John Miles, director of OSHA's Office of Field Coordination.

She pointed out that OSHA, on announcing these policies in 1981, said they would be reviewed for their effectiveness prior to implementation. She requested "any reports and analyses" OSHA has done, so the federation can fully evaluate the impact of the changes in OSHA's enforcement policy.

Seminario also charged that the revised manual "substantially changes the manner in which violations of health standards are cited," downgrading the seriousness and grouping of sections so the number of violations can be reduced. Likewise, the enforcement for even the "most flagrant violations" is weakened.

Weaken inspections

She cited a case reported by the Steelworkers where a coke oven inspection conducted under the new policies yielded just three serious violations, two other violations and $2,800 in assessed penalties, even though 38 separate sections of the coke oven standard were violated. In contrast, she noted an inspection under the old inspection policy in 1979 in which 52 serious violations were issued for 68 separate section infringements, resulting in $51,700 in penalties.

Seminario said OSHA's downgrading of the seriousness of violations and grouping of sections to reduce the total number of violations is, "in the view of the AFL-CIO . . . yet another back door administrative means to weaken and undermine enforcement. . . . The policy should be dropped and a directive issued which will result in meaningful enforcement of occupational health standards."

Economics considered

She also questioned the manual's inclusion of a policy which allows consideration of a company's ability to afford the cost of abatement of a violation before a citation is issued. Under the pre-Reagan policies, the economic cost of abatement was only taken into account when setting the abatement date, Seminario noted. OSHA did not provide any guidelines for determining economic feasibility nor any requirement for employers to provide cost and engineering data to support a claim of infeasibility, meaning the company could not afford to correct hazards to workers.

Seminario charged the new policy "invites employer claims of infeasibility and will lead to reduction in the protection afforded workers."

The AFL-CIO evaluation concludes that the revised manual "seriously reduces the hazard abatement incentives provided to employers by OSHA. The likely impact of this reduction is a long-term increase in worker injuries and illnesses. This increase is likely to reach severe proportions during the increase in business activity expected if and when the economy improves."

Referendums called off

ITU delegates reject Guild merger action

San Francisco—The International Typographical Union's 125th convention rejected an endorsement of the proposal for merger of the ITU and the Newspaper Guild.

Leaderships of both unions subsequently cancelled referendums on the merger that had been scheduled for late September. The ITU executive council and the Guild's international executive board said that in view of the convention action they could see "no reason to press on for a decision that already can be foreseen."

ITU delegates declined to endorse the merger agreement in a 122-to-86 standing vote at the conclusion of an afternoon-long debate during the six-day convention.

The Guild's convention in June had endorsed the merger proposal by 96 percent in a rollcall.

The merger proposal had been in the making by special committees of the two unions since late in 1977.

Cancellation of the referendums also made the proposed merger agreement "null and void" and the unions' merger talks "are ended," the unions' governing bodies said.

In another action that will require membership approval, ITU delegates approved establishing a permanent organizing fund with $400,000 transferred from the union's general fund reserve. Whenever the new fund would fall below $100,000, monthly dues would be increased by $1 per member until the fund was restored to $400,000.

The permanent fund would replace a nearly depleted temporary fund for which $2 per member assessments in 1977 raised $1.2 million.

Reagan defeat urged

The convention also heard calls for labor unity in the 1984 state and federal elections from California AFL-CIO Sec.-Treas. John F. Henning and from William Roehl, assistant AFL-CIO organizing director. And it passed a resolution calling for unions, women's and minorities' groups to work together to defeat the 1984 Republican candidate for president.

A convention resolution charged that the Reagan Administration "is headed by a crew of men and women who believe that NLRB means 'Never Let Ronald Bleed' and who have demonstrated that a union member is considered a second-class citizen."

The convention also endorsed legislation aimed at stemming the flood of imported apparel that is costing U.S. and Canadian workers their jobs and voted support for domestic-content legislation in the automobile industry.

Other resolutions call for the ITU executive council to explore whether aid might be available under the 1974 Trade Act to printing industry employees made jobless by imports; reaffirmed the union's support for ratification of the Equal Rights Amendment to the U.S. Constitution; endorsed ITU participation in the Aug. 28 March on Washington for Jobs, Peace and Freedom, and reaffirmed the union's commitment "to work toward the advancement of the great goals" of the 1963 March on Washington.

Nominations of officers for three-year terms to begin Jan. 1 set up contests for four of five executive council positions.

In the membership-wide elections in mid-November, President Joe Bingel will face First Vice President, Robert S. McMichen; Sec.-Treas. Thomas W. Kopeck will be challenged by Robert E. Petersen, secretary-treasurer of ITU Local 101 in Washington, D.C.; Second Vice President Robert L. Wartinger will be challenged by Billy Joe Austin, president of the Denver local; and International Rep. Ray Brown and William Boarman, president of Local 101, are vying for the vice presidency being vacated by McMichen.

Labor Dept. gets $124 million bill for job retraining

Continued from Page 1

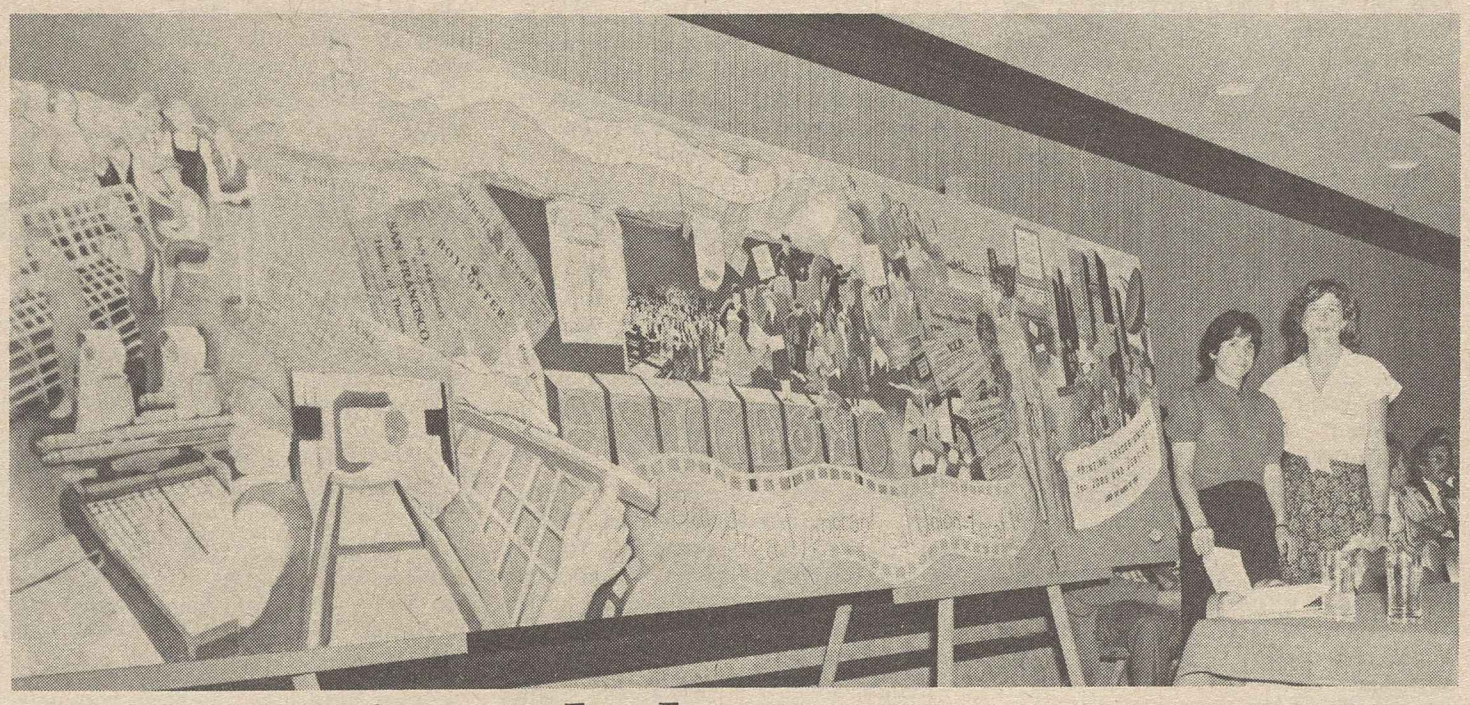
tion because they were told that training funds were not available.

The Labor Dept. also indicated its intention to appeal a separate ruling by a different federal judge to compensate persons disqualified from trade adjustment benefits because of a wrong interpretation by the department of the intent of Congress.

This case, also involving a suit brought by the UAW, is based on a provision of the 1974 Trade Act which limited readjustment benefits to persons with at least 26 weeks of employment in the year before being left jobless by increased imports.

The Labor Dept. had ruled that this means actual weeks at work, while the UAW claimed and the court agreed that weeks of employment included compensated vacation time, sick leave, military service leave, and reinstatement with back pay as a result of a grievance settlement.

The decision in that case was rendered by Judge Joyce H. Green, no relation to Judge June Green although they serve in the same court.



Progress through the years

A mural depicting the struggle of organized printers for decent working conditions throughout the International Typographical Union's 131-year history is unveiled at the ITU convention in San Francisco by its artists, Evelyn Nitzberg and Lynette Neidhardt. Both are members of the Bay Area Typographical Union who worked on the project in off hours from their jobs as printers. The panel took a year and a half to complete.

Persistent job shortage linked to faulty policy

Boston—A persistent job shortage threatens the stability of America's economic, social and political institutions, an AFL-CIO study on employment trends concluded.

In its initial report to the Executive Council, the federation's Committee on the Evolution of Work observed:

"The simple fact is that the job shortage in America is getting bigger and bigger. Unemployment is getting higher and higher and staying higher and higher. But the job shortage is not inevitable. It reflects economic policy failures and the low priority of full employment.'

While there are no simple and easy solutions to the difficult problems of job creation in a labor surplus economy, the 12-member panel said that much can be done. Faster economic growth is necessary. Collective bargaining also can speed the process. But the federal government has the key role, it said.

Labor's program

The committee called for swift action on a comprehensive set of programs to attack the nation's labor surplus problem. The programs include:

- National economic policies aimed at full employment in line with the goals of the 1978 Humphrey-Hawkins Full Employment & Balanced Growth Act.
- Job-creating community development with federal funds to put jobless workers directly on local government payrolls.
- Accelerated public works as an investment in the infrastructure to raise the nation's productivity.
- Human resource and productivity development through better education, training, retraining, upgrading, and upward mobility opportunities for all workers, both employed and unemployed.
- Anti-discrimination protections to help women, black, Hispanic, and other minority workers.
- Shorter workweek, reduced workhours per year, and higher overtime penalties to open up more job opportunities.
- Better matching of workers and jobs.
- Day care for children of working parents.
- Sanctions and enforcement to stop hiring of illegal workers competing with American citizens for jobs.
- Minimizing, cushioning, and humanizing the adverse effects of industrial, occupational and technological change.
- Realistic trade policy and rational industrial policy to achieve job-creating economic growth with balance and diversity, international competitiveness, national security, and rising living standards.

Titled "The Future of Work," the AFL-CIO report is the product of a year's study and is based on reports from a variety of experts, including Prof. Sar Levitan, director of George Washington University's Center for Social Policy Studies; Jerome M. Rosow, president of the Work in America Institute; Vice President Paul A. Strassman of the Xerox Corp.; Prof. Thomas A. Kochan of the Massachusetts Institute of Technology; Harvard Prof. Richard B. Freeman, who is also with the National Bureau of Economic Research; Prof. Steven M. Miller of Carnegie-Mellon University, and Peter Hart of Hart & Associates.

Formed a year ago

The Committee on the Evolution of Work was set up by the Executive Council in August 1982 to review and evaluate changes taking place in the United States labor force, occupations, industries, and technology.

"Massive changes in the structure of the U.S. economy are under way," the committee noted. "Technology is displacing workers and overturning traditional work patterns. Industries and occupations are changing. Imports threaten more and more jobs. A high-value dollar discourages foreigners from buying U.S. exports."

High technology, the report observed, is an "oversold promise" to a nation suffering serious declines in basic industries such as steel, auto and chemicals. Too often, the costs of advancing technology includes plant shutdowns and the downgrading or displacement of workers, it pointed out.

Excessive unemployment, progressively higher at the end of each major recession since 1950, needs to be addressed by a national industrial policy. Ignored by the Reagan Administration, the Humphrey-Hawkins Act—which set an interim target of no more than 4 percent unemployment by 1983—remains an important statement of intent and direction for the nation's policymakers, the report said.

The 1978 Humphrey-Hawkins Act recognized that some basic low level of "frictional" unemployment—unavoidable brief, temporary periods for workers between jobs, for instance—is inescapable in a nation the size of the United States. The level could be as much as 3 or 4 percent of the labor force. But, the AFL-CIO panel stressed, the American labor movement totally rejects acceptance of higher levels of frictional unemployment as unavoidable because of structural changes in the economy.

Action needed

"We believe such changes simply require more determined and more decisive action against the existing large-scale job shortage."

Members of the committee are AFL-CIO Vice Presidents Albert Shanker, Glenn Watts, Charles Pillard, Lloyd McBride, William Wynn, John Sweeney, Barbara Hutchinson and Richard Kilroy; President Howard Samuel of the Industrial Union Dept., President Robert Harbrant of the Food & Beverage Trade Dept., Director Jack Golodner of the Dept. for Professional Employees, and Director John Leyden of the Public Employee Dept.

Pay raises lower in public sector contract renewals

State and local government workers covered by major collective bargaining agreements negotiated during the first six months of 1983 averaged a 4.8 percent first-year wage increase, the Bureau of Labor Statistics reported. Their total compensation, including fringe benefits, rose 5 percent.

The contract gains were the lowest since BLS began its survey of public sector agreements covering more than 5,000 workers in 1979. The six-month sampling was unusually small, however, since most contracts expiring in the January-through-June period had not been renegotiated and ratified by the end of June.

Thirteen contracts covering a total of 125,000 workers were included in the six-month survey. Two, covering 40,000 workers, were three-year agreements. Six, covering 51,000 employees, were two-year contracts. The remaining five were one-year contracts.

Over the entire contract period, the average annual increase was 5 percent for wages and 5.4 percent for total compensation.

When the same contracts were last negotiated, from one to three years ago, first-year increases in both wages and total compensation averaged 7.9 percent. Over the life of the contract, the average increase was 8.1 percent a year in pay and 7.8 percent in compensation, the government said.

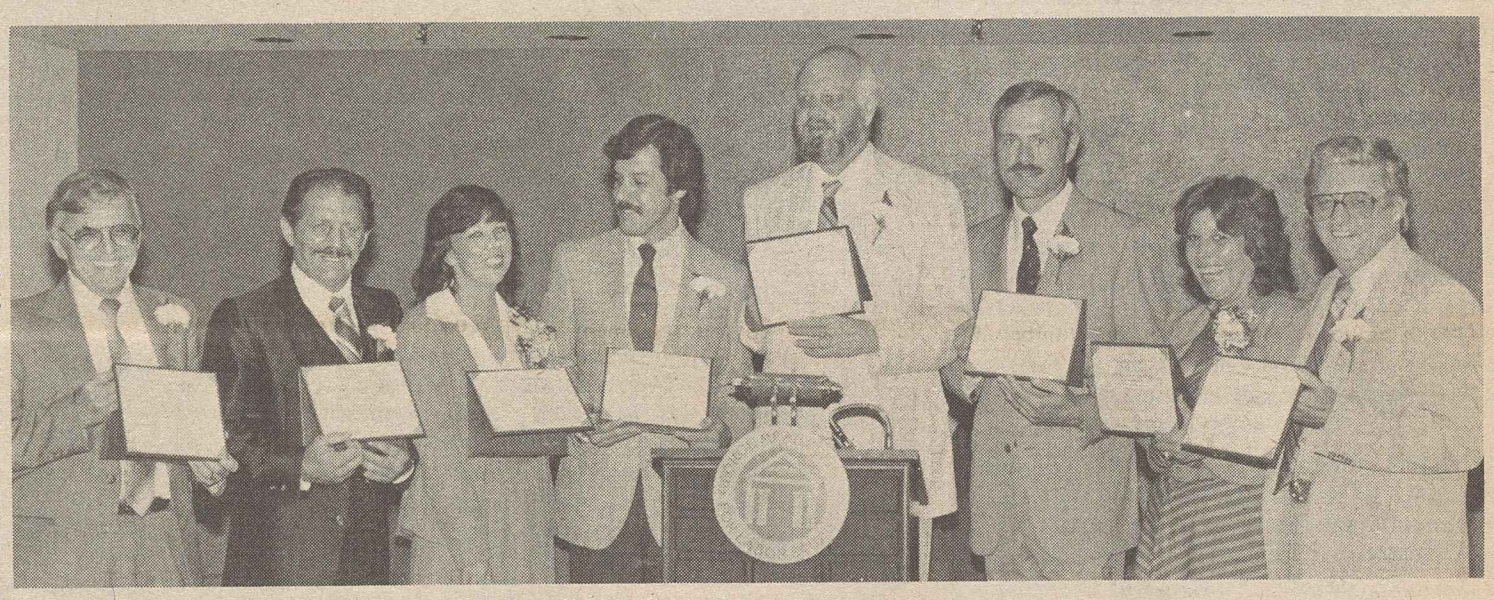
None of the first half 1983 settlements included cost-of-living adjustments, nor did the agreements they replaced.

No first-year raise

Among the 125,000 workers in the six-month survey, 29 percent did not receive a first-year wage increase.

Substantially larger surveys covering previous years showed only 12 percent without a cash raise in 1982 and 9 percent in 1981. The largest group in the 1983 survey, 40 percent, received first-year increases in the 8-to-10 percent range, with 17 percent under 6 percent and 14 percent between 8 and 10 percent.

For all of 1982, the division was 6 percent of workers covered by new contracts receiving less than a 6 percent raise, 16 percent a raise of 6 to 8 percent, 55 percent between 8 and 10 percent, and 11 percent over 10 percent.



Labor studies graduates

New graduates of the George Meany Center for Labor Studies show their diplomas—bachelor of arts degrees in labor studies—from Antioch University. From left: Wayne Holland, Steelworkers; Darrell Morrill, Operating Engineers; Rita B. Kittle, Office & Professional Employees; Gary J. Spencer, Government Employees; Willard W. Hatch, Newspaper Guild; James T. Klimtzak, Railway & Airline Clerks; Jennifer Lee Trudeau, and Marlin S. Thomas, both of the OEIU. Not pictured is William E. Higginbotham, United Transportation Union.

Talks stepped up in two-week-old telephone strike

Continued from Page 1

AT&T's final offer before the strike included some job-security proposals but fell far short of union goals. For instance, the unions want company assistance for permanently laid-off workers to include relocation and training for jobs in other industries.

The company, which employs more people than any other American firm, is demanding "givebacks," the unions said. These include a proposal under which workers would pay for a portion of their medical insurance coverage. The company currently pays these costs. The firm is also insisting on lowering certain wage differentials.

The talks are being monitored by the government's Federal Mediation & Conciliation Service.

Local contracts are normally negotiated after a national agreement is reached. Some local issue negotiations are continuing despite the strike.

The walkout is the first nationwide strike since 1971, when workers were out for six days. There have been strikes over local issues, however.

More union members earn diplomas in labor studies

Nine more trade unionists have been graduated from the George Meany Center for Labor Studies, bringing to 48 the number of those who have earned degrees in bachelor of arts in labor studies.

The new graduates are Willard W. Hatch, Newspaper Guild, Detroit; William E. Higginbotham, United Transportation Union, Jacksonville, Fla.; Wayne Holland, Steelworkers , Salt Lake City, Utah; Rita B. Kittle, Office & Professional Employees, Denver; James T. Klimtzak, Railway & Airline Clerks, Buffalo; Darrell Morrill, Operating Engineers, Middletown, Pa.; Gary J. Spencer, Government Employees, Abilene, Tex.; Marlin S. Thomas, OEIU, Monroeville, Pa.; and Jennifer Lee Trudeau, OEIU, Detroit.

In a commencement address, Operating Engineers President J. C. Turner urged the graduates to join labor's crusade against the Reagan Administration and those "who are trying to take our educational system back to the dark ages."

Turner itemized the Administration's attack on the schools as eliminating the meager aid available under social security for education of children of widows or widowers, narrowing the student loan program, curtailing the Head Start program, gutting funds for public schools and being mean-spirited in cutting funds for programs aiding the disabled and handicapped students.

He charged that the Administration's attempts to provide financial aid to private schools would inevitably mean poor children would suffer. "Our challenge is not simply to stop, but to reverse this erosion of our education system," he said.

The center's college degree program is jointly operated with Antioch University. It permits trade unionists to work toward college degrees without interrupting their union work.

In the program, trade unionists come to the Silver Spring, Md., campus for one week every six months, consult with faculty and attend classes that introduce them to the subjects they pursue at home for the following six months.

The nine graduates received their diplomas from Isaac Hunt, dean of the Antioch School of Law. Fred K. Hoehler, Jr., the center's director, presided over the ceremonies.

The center's college degree program currently has an enrollment of 121 students.

On Sept. 5, 'We will be heard . . . across America'

Continued from Page 1

tion day, 1982, and the AFL-CIO Executive Council, in declaring this year's Labor Day as the nationwide observance, stressed it as a warm-up to increased worker involvement in the 1984 elections.

Solidarity Day III events are being coordinated by a task force at AFL-CIO headquarters working with coordinators in state and local central bodies and local organizations in each state.

Local event organizers are keying their materials to the day's central theme, "Across America—We Will Be Heard," to make clear that the observance is a national demonstration to protest the disastrous effect of Reagan policies on American workers.

New York City's parade along famous Fifth Avenue will combine observance of Solidarity Day III with the 101st anniversary of the nation's first Labor Day parade which took place, coincidentally, on Sept. 5, 1882. AFL-CIO President Lane Kirkland will join the march as the first leg of his three Solidarity Day appearances. Last year, New York's Labor Day parade drew 400,000 people.

Kirkland will also travel to Chicago to participate in a rally and end his day in Omaha, Neb., at a rally in connection with the city's Labor Day fair.

Federation Sec.-Treas. Thomas R. Donahue will speak at rallies in Little Rock, Ark., Austin, Tex., and Wichita, Kan. In Austin, coordinators are featuring a "Reaganomics Lunch" at their picnic. The main course is a hotdog, the vegetable is ketchup, and dessert is a Popsicle. And across the state in the Midland-Odessa area, a march and rally will be capped with a fair featuring a fiddlers' contest and a pie-in-the-face auction.

In a sampling of other events:

- Coordinators in Atlanta are planning the city's first Labor Day parade in 19 years. The march will begin and end at Atlanta's Fulton County Stadium where about 5,000 union members will finish the day at the Braves' baseball game. Stadium officials are permitting non-political Solidarity Day III signs and posters to be brought into the game.
- Unionists and their families will attend a rally and a family picnic in Allenstown, N.H., featuring a softball game between the State AFL-CIO team and the New Hampshire State legislature.
- Union members and their families in Los Angeles will follow a traditional Labor Day breakfast with a march and rally.
- Union runners, and all others who want to participate, will join in 10-kilometer races in New Haven, Conn., and Duluth, Minn.
- A three-day series of events in Lansing, Mich., will include as many as 25 hot air balloons from around the state, emblazoned with Solidarity Day III banners.
- The concerns of Solidarity Day III will be the focal point of Washington, D.C.'s long-standing event, the Labor Day Mass.
- The Overseas Federation of Teachers, affiliated with the AFT, plans to have its 300 members at a Solidarity Day rally at the U.S. Embassy in Rome, Italy.
- Rally organizers in New Orleans are asking participants to bring non-perishable food for a "Food Bank for the Unemployed."

The following is the list of Solidarity Day III events scheduled for Sept. 5.

CITY	EVENT	TIME
Alabama		
Tuscaloosa	Rally-picnic	10-11:30 a.m.
Mobile	Rally	All day
Sheffield	Rally-picnic	10 a.m.-2 p.m.
Alaska		
Anchorage	Rally-picnic	
Arizona		
Tucson	Parade-rally	10 a.m.-2 p.m.
Arkansas		
Fayetteville	Picnic	10 a.m.
Little Rock	Rally	11 a.m.
California		
Los Angeles	Breakfast-march-rally	8 a.m.-1 p.m.
Pleasanton	Picnic-rally	10 a.m.-6 p.m.
Sacramento		Noon-5 p.m.
San Diego		
San Francisco	Breakfast	8 a.m.-11:30 a.m.
Santa Clara	Breakfast	8 a.m.
Santa Cruz	Rally-picnic	
Vallejo	Rally-picnic	1 p.m.
Colorado		
Denver	Parade-rally-picnic	Noon-6 p.m.
Connecticut		
New Haven	Parade-rally-picnic	2 p.m.-4:30 p.m.
Delaware		
Dover	Parade-rally-picnic	10 a.m.-6 p.m.
Florida		
Ft. Lauderdale	Parade-picnic	10 a.m.-1 p.m.
Ft. Myers	Picnic	11 a.m.
Georgia		
Atlanta	Rally-march-game	11 a.m.-4:30 p.m.
Augusta	Picnic-rally	10 a.m.-all day
Hawaii		
Honolulu	Rally	10 a.m.-6 p.m.
Idaho		
Boise	Picnic-rally	11 a.m.-6 p.m.
Pocatello	Parade-rally-fair	Noon-2 p.m.
Emmett	Picnic-rally	Noon-8 p.m.
Lewiston	Picnic-rally	Noon-6 p.m.
Illinois		
Chicago	Parade-rally	1 p.m.-7 p.m.
Decatur	Parade-rally	10 a.m.
Belleville	Parade	10 a.m.
Springfield	Parade-rally	11 a.m.
Danville	Parade-picnic	3 p.m.
Granite City	Parade	10 a.m.
Rockford	Parade	10 a.m.
Galesburg	Rally-fair	10 a.m.-noon
Carbondale	Picnic-rally	1 p.m.-dusk
Bloomington-Normal	Parade	10 a.m.
Aurora	Parade	10:30 a.m.
Indiana		
Indianapolis	Parade-rally	11 a.m.-3 p.m.
Kokomo	Rally-picnic	1 p.m.-4 p.m.
Richmond	Parade-rally	11 a.m.-2 p.m.
Fort Wayne	Rally-picnic	11 a.m.-4 p.m.
Elkhart	Parade-rally	5 p.m.-7 p.m.
Terre Haute	Parade-rally	11 a.m.-9 p.m.
Bloomington	Pig roast	3 p.m.-6 p.m.
E. Chicago	Picnic-rally	
Iowa		
Des Moines	Fair-rally	Noon-2 p.m.
Sioux City	Picnic-rally	Noon-midnight
Kansas		
Wichita	Picnic-rally	5 p.m.-7 p.m.
Coffeyville	Picnic-rally	Noon-2 p.m.
Kentucky		
Paducah	Parade-rally	10:30 a.m.-12:30 p.m.
Ashland	March	10 a.m.

CITY	EVENT	TIME
Louisiana		
Lake Charles	Picnic-rally	10:30 a.m.-1 p.m.
New Orleans	Parade-rally	10 a.m.-all day
Maine		
Portland	Parade-rally	Noon
Maryland		
Baltimore	Parade-rally	11:30 a.m.-1 p.m.
Massachusetts		
Boston	Breakfast-parade-rally	9 a.m.-3:30 p.m.
Springfield	Breakfast	8 a.m.-10 a.m.
Worcester	Rally	
Berkshire	Breakfast	
Michigan		
Detroit	Rally-march	10 a.m.-1 p.m.
Flint	Parade	7 p.m.
Lansing	Parade-festival	All day
Manistee	Parade-picnic	10 a.m.
Rock	Picnic-rally	10 a.m.
Minnesota		
Bemidji	Picnic	Noon
Brainerd	Picnic	Noon
Duluth	10-kilometer race-picnic-rally	10 a.m.-all day
Willmar	Picnic-rally	Noon
Minneapolis/St. Paul	Breakfast	9 am.-1:30 p.m.
Fairbault	Picnic	Noon
Cloquet	Fireworks-parade-carnival-dinner	10 a.m.-all day
St. Cloud	Picnic-rally	Noon
Mississippi		
Jackson	March-parade	11 a.m.-12:30 p.m.
Missouri		
St. Louis	March-rally	10 a.m.
Kansas City	March-rally	10 a.m.-12 p.m.
Columbia	Rally-picnic	Noon
Springfield	Picnic-rally	1 p.m.-4 p.m.
Hannibal	Picnic-rally	Noon
Montana		
Billings	Picnic-rally	Noon-1:30 p.m.
Kalispell	Picnic-rally	Noon
Butte	Picnic-rally	2 p.m.
Great Falls		
Nebraska		
Omaha	Fair-rally	All day
Nevada		
Las Vegas	Picnic-rally	2 p.m.-10 p.m.
New Hampshire		
Allentown	Picnic-rally	11 a.m.
New Jersey		
Asbury Park	March-rally	9 a.m.-11:30 a.m.
New Mexico		
Albuquerque	Picnic	Noon-2:30 p.m.
New York		
New York City	March	10 a.m.
Albany	Rally	Noon
Rochester	Picnic-motorcade	11 a.m.
Syracuse	Rally-picnic	10:30 a.m.-1 p.m.
Dunkirk	Picnic	
Messena	Parade-cookout	11 a.m.
Buffalo	Mass-rally-picnic	1 p.m.
North Carolina		
Haywood County	Parade	1 p.m.
Bevard	Picnic	Noon
Enka	Picnic	Noon
Raleigh	Picnic-rally	11 a.m.-1:30 p.m.
North Dakota		
Minot	Rally	10 a.m.
Ohio		
Cleveland	Mass-march-rally	10 a.m.-2 p.m.

CITY	EVENT	TIME
Columbus	Parade	10 a.m.-11 a.m.
Dayton	Parade-carnival	9 a.m.-12:30 p.m.
Cincinnati	Rally-parade	Noon
Toledo	March-rally	10:15 a.m.
Lima	Parade-rally	9 a.m.-noon
Zanesville	Parade-picnic	Noon
Oklahoma		
Oklahoma City	March-rally	10 a.m.-1:30 p.m.
Oregon		
Portland	Rally	10 a.m.-dusk
Coos Bay	Picnic-rally	
Pennsylvania		
Harrisburg	Rally-fair	3 p.m.
Philadelphia	Rally-fair	11 a.m.-5 p.m.
Beaver Falls	Rally	Noon
Bradford		9 a.m.-6 p.m.
Scranton	Demonstration-rally	10:30 a.m.-noon
Westmoreland	Rally-fair	9 a.m.-11 p.m.
Pittsburgh	Mass	
Puerto Rico		
San Juan	Rally-march	
Rhode Island		
Providence	Rally-fair	11 a.m.
South Carolina		
Charleston	Rally-march	Noon
South Dakota		
Sioux Falls	Rally	11 a.m.-3 p.m.
Rapid City	Rally-parade	10 a.m.
Tennessee		
Knoxville	Rally	
Memphis	Picnic-rally	1 p.m.-6 p.m.
Texas		
Austin	Rally-march-picnic	12:30-1:30 p.m.
Midland-Odessa	Fair-rally	10 a.m.-4 p.m.
El Paso	Breakfast	
Ellis County		
Utah		
Lagoon	Rally-picnic	Noon
Price		
Salt Lake City		
Vermont		
Barre	Breakfast	10 a.m.-2 p.m.
Virginia		
Covington	Parade-rally	11 a.m.-1 p.m.
Virgin Islands		
St. Croix	Parade	
Washington		
Seattle	Picnic-rally	11 a.m.-5 p.m.
Spokane	Picnic-rally	1 p.m.-6 p.m.
Pasco	Picnic	Noon-4 p.m.
Washington, D.C.		
Washington	Mass	10 a.m.
West Virginia		
Farmington	Picnic-rally	1 p.m.-3 p.m.
Ravenswood		
Wisconsin		
Milwaukee	Parade-rally	1 p.m.-5 p.m.
Madison	Rally-picnic	Noon-1 p.m.
LaCrosse	Parade-rally	10 a.m.-11:30 a.m.
Kenosha	Picnic-rally	
Fond Du Lac	Parade-picnic	Noon
Merrill	Parade-dance	Noon-1:30 p.m.
Marinette	Festival-rally	11 a.m.-1:30 p.m.
Sheboygan	Rally-picnic	12:30 p.m.-1:30 p.m.
Port Washington	Picnic-rally	
Wyoming		
Cheyenne	Picnic-rally	
Casper		

EDITORIALS

Thumb on the Scale

IF THE Chamber of Commerce had its druthers, the Davis-Bacon Act would long since have been repealed. Then, without the restrictions of a prevailing wage law, contractors with the lowest pay scales and the fewest benefits would have a clear advantage in bidding on federally funded construction.

To advocates of a "union-free environment," such an outcome would be welcomed as a sort of natural selection of the fittest. So why, then, is the Chamber of Commerce so enthusiastic about a bill that, according to its sponsors, seeks only "reform, not repeal," of the Davis-Bacon Act?

The Chamber explains that the "modifications" that would be made by the bill introduced by 81 of the most conservative members of the House would give needed "balance" to the Davis-Bacon Act.

Now, when an organization so hostile to unions starts talking about "balance," one tends to look for the thumb on the scales. And in this case, one doesn't have to look very far.

The Davis-Bacon Act amendments for which the Chamber expressed "hearty support" would allow a contractor to meet prevailing wage requirements by paying the lowest rate for a job that could be found anywhere in the locality. That of course makes such a mockery of the concept of prevailing wages that all of the other regressive changes the bill would make fade into insignificance.

It would not matter greatly if contracts under $1 million were totally excluded from Davis-Bacon coverage if the coverage itself is rendered meaningless.

THIS CONGRESS and its predecessors have repeatedly rejected attempts to weaken prevailing wage protections, as the sponsors of this especially outrageous bill are well aware.

That leads to at least a suspicion that the bill was made so extreme by design—as a lightning rod to divert worker indignation from the Administration's attempt to rewrite the Davis-Bacon Act through regulatory changes. Not long ago, readers may recall, the Chamber of Commerce was expressing its "pleasant surprise" that the new Labor Dept. regulations came so very close to its own proposals.

The Davis-Bacon Act dates from Herbert Hoover's Administration and has been expanded and strengthened under Democratic and Republican presidents since then.

Unless it is intended that the power of government again be used to depress community patterns of wages and working conditions, there is no justification either for distorting the Davis-Bacon Act through rewriting regulations or for demolishing it through legislation.

Good Neighbors

UNION MEMBERS have proved themselves good neighbors in the communities where they live and work.

They have generously donated the skills by which they make a living for a host of worthy causes. They give blood to the Red Cross, money and food to help the unemployed, time and caring in volunteer programs for children and the elderly alike.

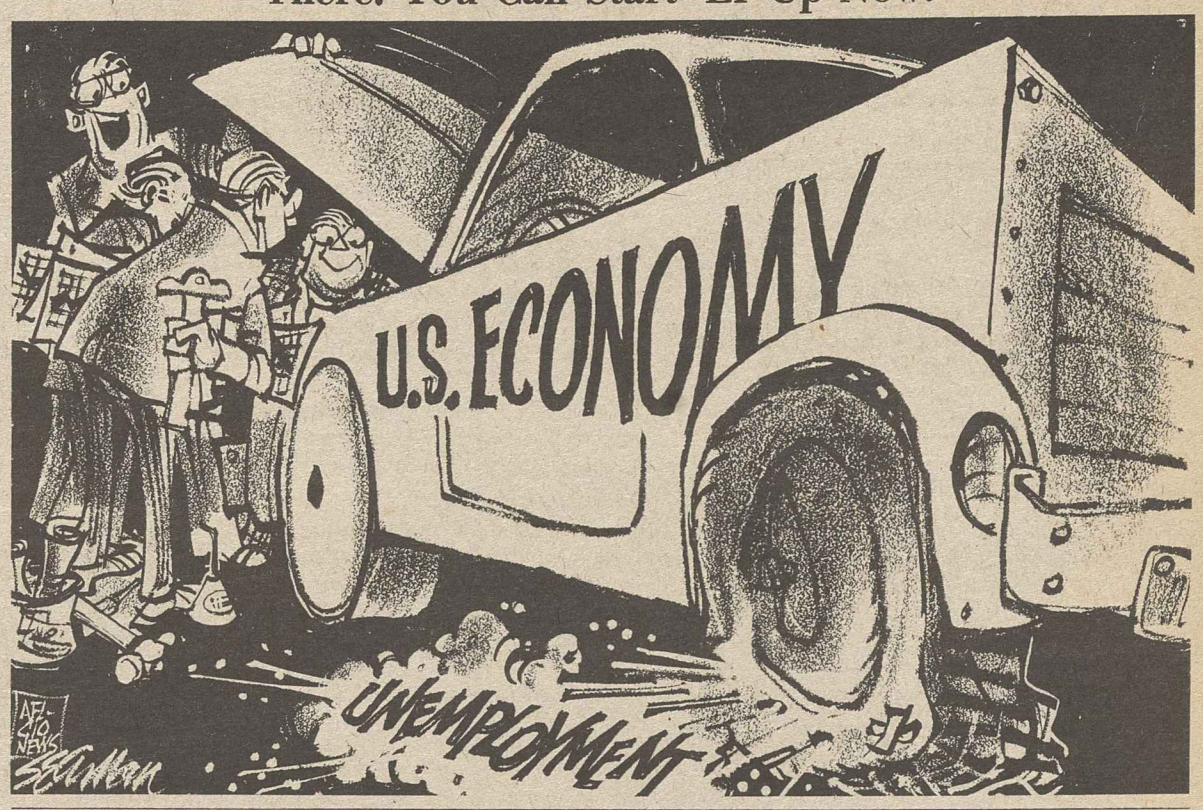
Time and again in emergencies of all sorts, public officials have turned to labor's trained Community Services staff to help and union halls have become command posts in a battle against disaster.

AS A HURRICANE threatened the coastal areas of Texas and Louisiana, telephone workers prepared to leave their picket lines to perform emergency repair work wherever needed to maintain essential public health and safety services.

They were still on strike. They would not accept pay for their services. And management should please stay out of the way. The pros would be doing the job.

Management was grateful, but this was not an offer to help for the boss. It was a helping hand to the community.

'There! You Can Start 'Er Up Now!'



Washington Window

Millions awaiting recall find life line falls short

By Press Associates, Inc.

A majority of today's unemployed are in a double bind. Not only have they lost their jobs, but their unemployment benefits have run out.

This harsh reality has been all but buried in the avalanche of news about economic "recovery" and July's sharp half-a-percentage point dip, to 9.5 percent, in the national unemployment rate.

These are the facts: Of the 10.6 million American workers officially counted as unemployed, only 3.9 million were receiving unemployment insurance benefits at the end of July.

For the swelling ranks of the long-term jobless, the situation is even worse. Two-thirds of the 2.6 million workers who have been without jobs for more than six months are not receiving extended or federal supplemental benefits.

Unless Congress acts, things will get worse for the long-term jobless and their families—recovery or no recovery. Between January 1982 and July 1983, the average length of unemployment has jumped from 13 weeks to 22 weeks.

Congress itself helped create the predicament of benefits loss for millions of long-term jobless. As part of the Reagan Administration's budget cut program, Congress in 1981 approved far-reaching changes in the extended aid program.

Good intentions

The program of extended state-federal benefits—13 weeks on top of the basic 26 weeks—was meant to be triggered "on" by high unemployment. The idea was to provide an income cushion for those out of work for long periods.

But the purpose wasn't just to enable jobless workers to pay the mortgage and grocery bills and live in decency. Historically, the wider economic aim has been to pump money automatically into the economy when "countercyclical" pump priming was needed to spur recovery.

With unemployment still at the highest levels since World War II, one might think that the extended benefits program would be working to aid both the long-term jobless and the economy.

However, because of the 1981 changes, 48 states have now triggered "off" extended benefits. Only West Virginia, Louisiana and Puerto Rico still pay them.

Legislative results

If Congress hadn't eliminated the so-called "national" trigger in 1981, the extra 13 weeks of benefits today would be paid in all 50 states. Benefits would have triggered "on" back in April 1982. Not only was the national trigger eliminated, but changes were made in the way states "trigger on" extended benefits.

One problem with the new state trigger formula is that jobless workers receiving extended benefits aren't even counted in the "insured unemployment rate." This rate determines if a state is eligible for the extended benefits program.

This and other defects in the state trigger have produced the cruel absurdity of 21 high unemployment states triggering "off" since April 1982.

As a stopgap remedy, Congress set up the federal supplemental compensation program beginning in September 1982. But it now provides only eight weeks of extra benefits in 27 states and 10, 12, or 14 weeks in the other states, depending on insured jobless rates.

For the sake of the long-term unemployed and a durable recovery, Congress should extend the supplemental benefits program, which expires at the end of September, and provide 26 weeks of added benefits, funded from general revenues without regard to state trigger levels.

Congress also should restore the national trigger. Short of that, it should require that total unemployment rather than insured unemployment be used as state triggers.

AFL-CIO news

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Vol. 28, No. 33 SATURDAY, AUGUST 20, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
American Federation of Labor and Congress of Industrial Organizations

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MEMO FROM COPE

Open Shop Movement . . . Yesterday, Today, Tomorrow . . .

In Employers' Corner, in Employers' Pocket

(Second of two articles)

The National Right to Work (for less) Committee has been on the scene 28 years, since 1955. In that period, it and its state affiliates have received an estimated $100 million in contributions—all but a wee bit of it from the employer community.

For their generosity, the employer donors have seen the committee tack on only three states to the roster of 17 that already had compulsory open shop on the books *before* 1955 (see state list at right).

On average, the NRTWC has picked up one state every nine-plus years at an average of $33.3 million per state.

It is no surprise that NRTWC Director Reed Larson and other operational leaders of the organization are undaunted by this glacial progress and awesome cost. It's not *their* money, and they're not paid for piecework.

What *is* surprising is the terrier tenacity and endless patience of the employer contributors who get dunned with merciless regularity by NRTWC and its spin-off legal arm, the NRTW Legal Defense Foundation. They keep coughing up in ever larger sums.

This is ironic in view of a cardinal rule of business that you cut your losses quickly and you don't throw good money after bad. If any of their businesses were as unsuccessful in their field as NRTWC is in its, they'd go belly up in short order.

Perhaps to distract its contributors from the sorry record in achieving its original objective—more state open shop laws—NRTWC in recent years has branched out, taking on new issues that trigger the indignation glands of its corporate/business backers. The tactic serves to justify NRTWC's continued existence and provides fresh reasons to cadge funds.

For example, the committee has been out front on—or quick to jump on the bandwagon for—Hobbs Act amendments to hit unionists with federal felony charges and up to 20 years in jail for picket line incidents; weakening or elimination of Davis-Bacon protections of wages and standards of building and construction workers; prohibition of the use of union treasury money for any union political activity (education, registration and get-out-the-vote efforts are supported by dues funds); opposition to common site picketing for building trades unions.

In the fight for labor law reform in 1978, NRTWC was part of a so-called National Action Committee, an umbrella group formed to torpedo the proposal. It included the NAM, Chamber of Commerce, U.S. Industrial Council, contractors associations. Among other activities, NRTWC sent "actiongrams" to its contributors rallying them against "this vicious legislation," as NRTWC called it.

(The proposal merely would have speeded up representation elections and would have imposed stiffer fines on corporations violating labor laws. It passed the House but fell to a Senate filibuster.)

In addition to moving into different issues, NRTWC had already undertaken a substantial recruitment program, looking for dissident or disgruntled unionists to serve as test cases in the courts aimed at slicing away union rights. For this purpose, it spun off the NRTW Legal Defense Foundation.

One of the reasons for establishing the foundation was to "add to the total funds of the right-to-work movement," in the words of NRTWC director Reed Larson at an NRTWC meeting in January 1969.

In this, success was substantial. Squeezing contributions out of the same employer sources that kept NRTWC awash in money, introduction of the legal foundation fully doubled the total poured in to the movement. By 1981, according to the Council of Better Business Bureaus, NRTWC and the foundation together collected $9 million, split just about down the middle.

The largest portion of the money for the legal foundation, as with NRTWC, comes from employers. For example, Roger Milliken of the Deering-Milliken textile firm, has kicked in $20,000 to the foundation and $80,000 to NRTWC over the years. Companies of which Arthur Prine is an executive (among others, he's a top officer of R. R. Donnelley, which he describes as "the world's largest union-free printing company") have given $45,000 to the foundation and NRTWC and its state affiliates.

California grower Wofford Camp made possible the new Springfield, Va., headquarters building occupied by NRTWC and the foundation, giving them what the foundation's board of trustees called "practically full operational control" over property worth millions of dollars.

Overall, lawyers for 10 unions in an as-yet-unsettled court case seeking to force NRTWC and the foundation to divulge the sources of their funds estimate 84 percent of all funds for both come from employers, their firms, their associations.

While the right-to-work movement is not itself a business in the sense its corporate contributors are, it is spoken of by its employer friends as an integral part of the corporate/business family. NRTWC and/or the foundation participate in—and often convene—strategy sessions among major employer associations on political and legislative matters. The Chamber of Commerce, as one example, wouldn't have thought of going into the Hobbs Act fight without NRTWC at its side. In an August 1980 memo, in fact, the Chamber's president said of the Hobbs Act legislative fight, "this is something I think we should join hands with" NRTWC.

Similar notes abound establishing close and continuing links between NRTWC and employer groups like the NAM, American Farm Bureau, Associated Builders & Contractors, National Federation of Independent Business, and many others.

In the area of litigation, the RTW Legal Defense Foundation works hand-in-glove with high-powered management attorneys in the cases it brings to court. In fact, it is frequently management attorneys who mastermind and handle these cases. One law firm with which the foundation has close connections is Chicago's Seyforth, Shaw, Fairweather and Geraldson, a major professional union-busting enterprise.

Under the NRTWC and its legal foundation, the open shop movement that began with the NAM in 1903 has grown increasingly sophisticated, increasingly involved in anti-union activities beyond RTW itself, and increasingly well-funded.

The only thing that hasn't increased is its success rate. Few of its court cases are settled in its favor. It has picked up only three states for the open shop in the 28 years NRTWC has been in business—only three out of well over 100 attempts through state legislative proposals or ballot initiatives.

It has long since abandoned any real effort to imitate a workers' movement, and it is years since it gave up on its early pipe dream of "five million hourly or weekly wage worker-members."

It is openly and unabashedly a part of and a tool of the Neanderthal element of the corporate and employer association community. It still carries on about the "freedom of workers from compulsory unionism" but, as ever, the aim is to weaken unions, not help workers.

After all, if there were an honest concern for the well-being of working people anywhere in NRTWC or the legal foundation, wouldn't its spokespersons, just *once*, have gone before a legislature and supported proposals for jobs programs? Or for better unemployment or workers' comp? Or for stronger job safety and health protections? They never have.

The right-to-work movement's objections to *real* workers' rights is precisely the same as the objections of the employer community that funds it. And why not? The movement is in the corner of these employers and, for that matter, in their pocket.

Where They Are . . . When/How They Got There

Following are the 20 states with RTW-for-less laws on the books, in order of the year they were adopted, and the way they were adopted—by legislative action, popular vote or a sequence of the two. The first 17 were already in place before NRTWC was formed in 1955. Eleven of these came in 1947 in anticipation of, or as a result of, passage of the Taft-Hartley Act.

STATE	MONTH/YEAR	METHOD
Florida	November 1944	popular vote
Virginia	January 1947	legislative action
Arkansas	February 1947	popular vote
Tennessee	February 1947	legislative action
Arizona	March 1947	legislative action/referendum
Georgia	March 1947	legislative action
North Carolina	March 1947	legislative action
North Dakota	March 1947	legislative action/referendum
South Dakota	March 1947	popular vote
Iowa	April 1947	legislative action
Texas	April 1947	legislative action
Nebraska	June 1947	legislative action
Nevada	March 1951	legislative action/referendum
Alabama	August 1953	legislative action
Mississippi	February 1954	legislative action
South Carolina	March 1954	legislative action
Wyoming	February 1963	legislative action
Utah	May 1955	legislative action
Kansas	November 1958	popular vote
Louisiana	July 1976	legislative action

Waiting Game

For those hooked on numbers, NRTWC has gained on average one state every nine years of its 28-year existence, and the three states picked up came at an average cost of $33.3 million per state, based on estimated total receipts in that time of $100 million.

So . . . if NRTWC and its business/corporate financial angels have the stomach for the long haul, they will be sustained by knowing:

If they can maintain exactly the same pace at exactly the same cost per state, by the year 2253 A.D.—only 270 years from now when Captain Kirk, Spock and the rest of the Star Trek crew are cruising among other galaxies—they will have the remaining 30 states in the fold at an expenditure of only another $1 billion.

Mass Movement?

The history of the open shop "crusade" in this country gives the lie to any pretense by its promoters that it is or can be a mass movement with wide citizen support.

In only seven of the 20 states with RTW-for-less did it get there by popular vote, and in three of those the vote merely confirmed legislative action. In 13, the law was strictly by legislative enactment (see box above).

On the other side of the coin, in 10 states where it went to the voters the proposal was defeated, including such major industrial states as California, Ohio, Massachusetts, Missouri and Washington.

In Ohio alone in 1958, and in California, as well, more persons voted against *RTW than voted* for *it in all the seven where a popular vote put it on the books.*

AFL-CIO news

VOL. 28, NO. 34
SATURDAY
AUGUST 27, 1983

Snarled local talks put AT&T accord on hold

Pay, security gains mark national pact

By James M. Shevis

Striking telephone workers continued picketing of American Telephone & Telegraph Co., despite a tentative agreement on national issues, as talks on the local level bogged down.

The national accord negotiated by the Communications Workers, the International Brotherhood of Electrical Workers and the unaffiliated Telecommunications International Union would increase wages about 16.4 percent over three years and provide job and income protection. It would take effect after local issues are resolved, and the pact is approved by union members.

"At this hour, we have signed no local agreements, and we are far apart in a number of areas," CWA President Glenn E. Watts told a Washington news conference Aug. 25.

"That means, in keeping with our policy announced after reaching settlement at the national level, that CWA's strike against the Bell System will continue in all parts of the country." CWA represents most of the 700,000 telephone operators and service technicians who struck Bell on Aug. 7 when old contracts expired.

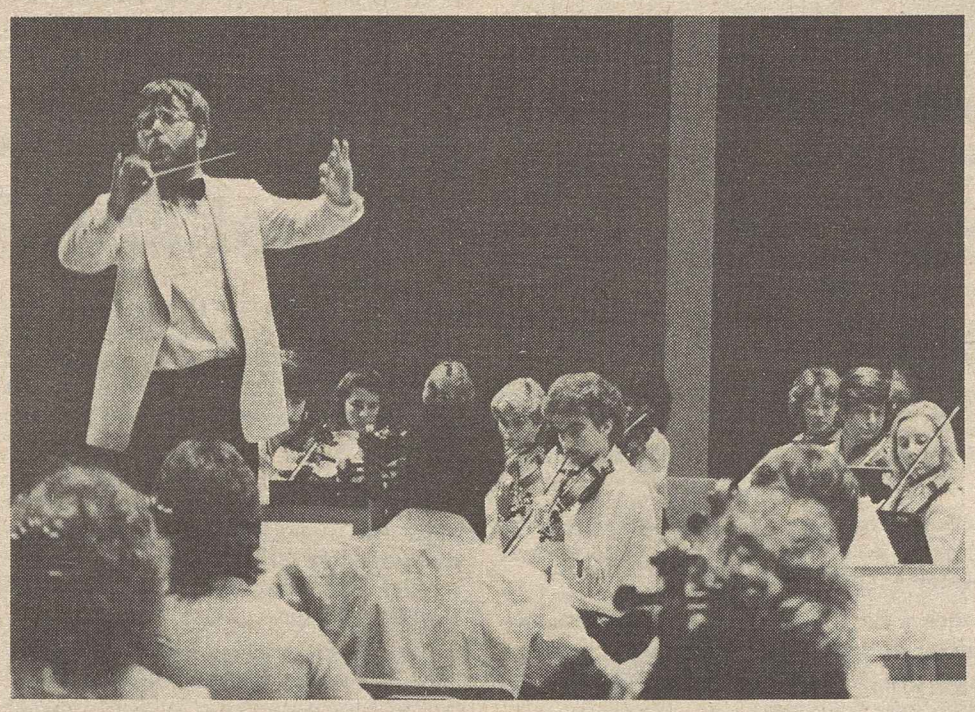
Eighteen of the 20 IBEW locals representing operators employed by local Bell companies have signed memoranda resolving differences between them. Locals representing yellow pages operators in southern California and in the mountain states have yet to settle.

Factory workers approve

IBEW members employed by Western Electric, AT&T's manufacturing arm, resolved local issues at all locations except a small warehouse outside Sacramento, Calif.

CWA had hoped to wrap up local bargaining by Aug. 24, but negotiations proved more difficult than expected.

Continued on Page 3



Making music and musicians

The 25th Annual Congress of Strings sponsored by the Musicians in Cincinnati brought 65 young string players to the eight-week series of master classes and concerts under the baton of major conductors. Here, Toronto Symphony Music Director Andrew Davis, conducts the COS orchestra at its concluding performance. The program encourages young musicians to seek professional careers, and all students attend on scholarships provided by AFM locals.

Board meeting slated Oct. 1 on endorsement

The AFL-CIO has issued the official call for a meeting of the General Board at 9:30 a.m., Saturday, Oct. 1, 1983, to decide the question of a pre-primary presidential endorsement by the federation.

The General Board meeting will be held two days before the scheduled opening of the 1983 AFL-CIO convention and at the same site—the Diplomat Hotel in Hollywood, Fla.

The call for the board meeting carries forward the decision of the federation's Executive Council at its meeting in Boston two weeks ago to advance the timetable for the endorsement decision so as to permit final action to be taken by the convention, the AFL-CIO's most representative body.

If the General Board recommends the endorsement of a candidate, this will be reported to the convention by the Executive Council.

Workers' best interest

"The Executive Council is convinced that a pre-primary endorsement of a candidate for the Democratic Party's nomination to the Presidency of the United States is in the best interest of America's working men and women," the call for the board meeting said.

"Such an endorsement, based on a consensus of affiliated national and internation unions, AFL-CIO trade and industrial departments and state and local central bodies, will assure the solidarity that is essential for the labor movement to have an effective voice in the political process.

"The endorsement question is so important that the council has determined that it should be considered by both of the federation's broadly-based representative bodies—the General Board and the convention."

In a letter accompanying the call, AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue noted that the Executive Council "has reserved for future discussion, depending on developments in the Republican Party, whether an endorsement of a candidate for that party's nomination should be considered at a later date."

Also sent with the call were proposed rules for the General Board meeting and an appendix listing the number of votes each organization is entitled to cast. Votes of the 96 affiliated national and international unions, totalling about 14.5 million, are based on average per capita payments since the 1981 convention. The eight trade and industrial departments, the 51 state federations and the 737 local central bodies will be entitled to one vote each. The votes of directly affiliated local unions will be cast by Kirkland.

Level of support

A two-thirds majority will be required on the endorsement question, both at the General Board and at the convention, as is the case with political endorsements at all levels of the federation. The General Board will take votes for any presidential candidate while the convention vote will be for or against the board's recommendation.

In addition to the actual participants,

Continued on Page 5

Federal unions protest steady spread of pay gap

Unions representing most of the federal government's 1.46 million salaried employees have sharply protested the continued scuttling of a pay comparability law that was intended as an automatic link of civil service pay to private sector jobs.

As has been the case in all recent years, the President has let it be known that he intends to disregard the salary survey conducted by the Bureau of Labor Statistics—which shows that the gap between comparable private sector and civil service jobs has spread to an average of 21.5 percent.

An Administration triumvirate of Office of Management & Budget Director David Stockman, Labor Sec. Raymond Donovan and Personnel Management Director Donald Devine followed the letter of the law by passing on the pay data to the President. But they made clear that they consider the pay finding unrealistic and expect President Reagan to exercise his prerogative of imposing an "alternative" plan.

Automatic increases

Their findings, based on the BLS survey, are supposed to go into effect automatically each Oct. 1 unless the President has submitted an alternate plan to Congress at least 30 days before that date and neither the House nor the Senate has passed a resolution disapproving the alternative.

Last year, President Reagan slashed the catch-up raise from the 18.4 percent comparability figure to 4 percent, the amount budgeted by Congress.

In 1981, he cut a scheduled 15.1 percent increase to 4.8 percent. The previous year, then-President Carter had cut back a 13.5 percent comparability finding, but less drastically—to 9.1 percent.

The budget message President Reagan sent Congress this January proposed a one-year pay freeze for federal workers. Congress didn't go to that extreme in the budget resolution it adopted last spring. The House version of the budget would have funded a 4 percent raise as of the customary Oct. 1, 1983, date. The Senate voted for a 4 percent raise that would not take effect until Apr. 1, 1984. And the compromise was a 4 percent raise as of Jan. 1, 1984.

The White House indicated that President Reagan will propose a holddown of the comparability increase to 4 percent,

Continued on Page 5

Promises, promises

Warren, Ohio—A nursing home is suing a local of the Service Employees because the union didn't go on strike.

The Colonial Manor Nursing Home in Liberty township claims it spent $15,000 to train strikebreakers and to stockpile supplies in anticipation of a strike by SEIU Local 627, which represents its nurses' aides, housekeepers, kitchen and laundry workers.

The nursing home management is asking $3 million in punitive damages in addition to the money it claims to have spent to prepare for a strike that didn't take place.

Its suit, filed in a county court, alleges that the strike notice was filed without a membership vote. But Local 627 President Kenneth E. Lewis said the union served notice only after members had rejected a "final offer" from the company and had authorized a strike. Federal law requires a 10-day strike notice at health facilities.

Shortly before the suit was filed, Lewis said, the two sides had reached a tentative settlement which the union members had ratified. But management balked at signing the agreement because of differences over interpretations of its retroactivity.

The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

8/27/83

Union crafts prove their value in productivity

Union construction workers get paid more and they're worth it, a productivity study revealed.

The study, by Prof. Steven G. Allen of North Carolina State University, was published recently by the National Bureau of Economic Research as part of its Working Paper Series. It shows that the productivity of union craftsmen over nonunion workers on commercial office building projects more than made up for their higher hourly wages, whether measured on a basis of square feet completed or on value added.

The union workers on the projects surveyed earned an average of close to 35 percent more than non-union workers on comparable projects. But productivity per worker was over 50 percent higher among union workers when measured in terms of value-added by their labor and about 38 percent more when measured in terms of square feet of construction completed.

Prof. Allen cites some of the factors that he sees as enhancing the value of union construction workers, and as more than offsetting such factors as work rules and jurisdiction lines that restrict a contractor's flexibility.

Unequalled skills

"The apprenticeship programs in the union sector create a core of well-rounded journeymen that has no counterpart in the open-shop sector," he notes.

Unless such skilled workers are underemployed on simple tasks, they can be expected to be more productive than less-trained workers.

Further, he points out, "since thoroughly trained workers require much less assistance and monitoring, there is less need for supervision on union job sites.

A higher ratio of supervisors also adds to the labor costs of non-union contractors, the study notes, since supervisors are generally paid more than skilled construction workers.

"Union hiring halls can also serve to increase efficiency when large numbers of workers are needed by making adequate supplies of labor available on relatively short notice," Allen observes.

He cites interview evidence that many open-shop contractors don't bid on larger projects because of the difficulties in finding a competent workforce.

Also, the report notes, "reduced uncertainty about labor supply permits management to plan projects and schedule work assignments more efficiently. The halls also screen workers, reducing uncertainty about labor quality in a market predominated by short-term relationships between individual workers and contractors."

Improving management

As an added factor, Allen suggests that higher union wages may impel management to greater efficiency in scheduling work and cost controls.

The commercial office building study was based on a sample of 83 building projects. A sampling of 68 school construction projects showed lower differentials between union and non-union workforces in both wages and productivity.

But in both samples, Allen said, the "belief that the building trades unions reduce productivity in the industry is soundly rejected."

Women's place—the union

Women now make up more than a third of the total workforce in Western nations, but it's still a man's world on payday, according to a study released by the International Labor Organization.

The best way for women to deal with inequities in the workplace is by joining unions, the ILO recommended.

The study found that women now account for 33.7 percent of the total workforce in North America and 32.2 percent in Europe. In the United States, women accounted for 43 percent of the labor force as of July, the Labor Dept. reported.

The ILO also found that in most countries men still earn at least twice as much as women working in similar jobs, and there are three to four times as many women as men relegated to the lowest-paid jobs.

Even though women make up such a large part of all workers, "women are still 'segregated' to a small number of sectors and occupations in which they generally hold unskilled, repetitive and stressful jobs offering little stability and few career opportunities," the study said.

The ILO urged women to make greater efforts to achieve equal treatment, especially by joining unions. The study noted that in most countries women's participation in unions is far below that of men.

But the ILO stressed a key problem for women workers is that participation in unions is "inhibited by lack of time—owing to an overburdened schedule at work and at home, and by the high rate of turnover in monotonous and unskilled jobs."

Kirkland scores OMB assault on proposed grain dust rule

AFL-CIO President Lane Kirkland accused Reagan Administration economists of attempting to gut a proposed federal grain dust standard that had been drafted by highly qualified safety experts.

Kirkland called on Vice President George Bush to rescue the long-sought standard from the White House Office of Management & Budget, where it is now languishing.

In a letter to Bush, Kirkland pointed out that the safety measure is the product of over three years of intensive work by the Occupational Safety & Health Administration and the National Academy of Sciences, and augmented by expertise of labor and industry. He charged "OSHA and the Academy have the technical expertise to make such decisions and OMB does not."

At issue is the attempt by OMB to eliminate the safety standard's requirements for controlling grain dust accumulations. Kirkland's letter pointed out that "although safety engineers and explosion experts at both OSHA and the NAS have studied the grain explosion problem for many years, in just 60 days the economists at OMB have decided that the critical practice of controlling grain dust is not crucial to the effective workings of the standard."

Front man for industry

Accompanying the letter was a copy of the AFL-CIO Executive Council statement that called for prompt action by the Administration to publish the grain safety standard. The council charged that OMB's objections parroted industry's arguments against controlling grain dust accumulations.

Since 1977, more than 100 workers have been killed and 300 seriously injured in grain elevator and mill explosions. The potential for disastrous grain explosions exists in 80 percent of the nation's grain elevators today, according to a NAS panel.

The Academy's 1982 report on grain elevator safety recommended grain dust be limited to accumulations of just a sixty-fourth of an inch, while the proposed standard calls for a one-eighth of an inch limit.

OMB has "questioned the standard's benefits and the necessity of control of accumulations of highly explosive grain dust," Kirkland wrote. OMB, instead, "has said voluntary action or less comprehensive measures would provide adequate protection."

Kirkland asked Bush to get "the Administration to act immediately to publish the proposed OSHA grain standard."

Legislative, bargaining gains stressed at UTU convention

Miami—The United Transportation Union has posted contract, legislative and organizing gains that members can look to with pride, UTU President Fred A. Hardin told delegates to the union's fourth quadrennial convention.

In his state of the union speech to the 900 delegates, Hardin pointed out that wage and cost-of-living increases won in pacts over the period since the last convention had kept UTU members well ahead of inflation.

And he stressed that UTU had fought hard for legislation that provided protection to employees of bankrupt Milwaukee Road and the Rock Island lines as well as for measures to head off severe cutbacks in the Railroad Retirement programs "despite the Reagan Administration's recession and its dedication to wipe out the pension system."

"We fought the battle and the Railroad Retirement System should be safe for the next 30 years," he said.

Hardin told the delegates that the UTU has organized nine short rail lines and is helping workers organize at six others.

He predicted that the cooperative effort by the rail unions to achieve employee ownership of Conrail, the government-owned rail freight system, will be successful. Hardin is also chairman of the Railway Labor Executives' Association, which is working out arrangements for the purchase of the system.

Election outcome

Delegates re-elected Hardin to his second term by a vote of 716 to 194 for Vice President George J. Cahill.

Also re-elected were Sec.-Treas. John H. Shepherd; R. R. Bryant, assistant president; D. W. Collins, assistant secretary-treasurer; Legislative Director Jim Snyder and Canadian Legislative Representative D. V. McDuffee. Elections for the union's vice presidents will be conducted later during the 19-day convention.

AFL-CIO President Lane Kirkland charged in an address to the delegates that for more than three decades the political, financial and industrial leaders of the country "have watched the greatest railroad network on earth collapsing into chaos."

Railroad owners and managers stripped and sold off corporate assets, diverted operating revenues into speculative ventures, failed to compete for passengers, cut services "and waged incessant war against their own employees on the job, at the bargaining table and in the courts and legislatures," Kirkland said.

The same problems are seen in manufacturing and other sectors of the U.S. economy, Kirkland charged, because of the faulty view that "nobody has a stake in America's fundamental industrial capacity except managers and stockholders."

Profit motive

Workers are "thrown into the unemployment line without a backward glance" as a result of corporate wrecking of industries "in order to seek a percentage point or two of higher profit in some other pasture," he stressed.

The lesson that America has long-term national interests that outweigh and transcend private profit-seeking has not yet been learned, Kirkland said.

Also addressing the delegates were Transit Union President John W. Rowland and Rep. Claude Pepper (D-Fla.).

Council extends protections under Article XX rule

Boston—The AFL-CIO Executive Council approved recommendations of its Article XX Review Committee to grant several extensions of Article XX jurisdictional protection in situations where active organizing campaigns are under way but election petitions cannot be filed because of contract restrictions or other rules.

Extensions were approved for seven campaigns conducted by the State, County & Municipal Employees, including: Connecticut Community College professional employees to February 1984; City of Baton Rouge, La., employees to May 1985; City of Lansing, Mich., employees to August 1984; City of Tonawanda, N.Y., employees to February 1984; City of Greenport, N.Y., police to August 1984; Warm Springs, Mont., State Hospital bargaining unit to May 1984, and Maine State employees operation and maintenance unit to February 1984.

The committee also reported that it had received notice from AFSCME that the union was withdrawing its request for further protection for the Gibraltar, Mich., school district bargaining unit, and that the Firemen & Oilers had notified the committee that it no longer sought protection for the Prince Georges County, Md., school employees unit.

In other action, the committee reported that the Amalgamated Transit Union won back bargaining rights for its unit of employees at Transit Management of Florida.

Meany rights award to honor IRC

The George Meany Human Rights Award for 1983 will be presented to the International Rescue Committee, which is marking its 50th anniversary this year.

The committee was founded in 1933 in response to the persecution and oppression gripping Nazi Germany under Adolph Hitler. Many victims were aided and helped to escape by the IRC.

The AFL-CIO Executive Council, in announcing the selection of the IRC at its meeting in Boston, noted that the organization has grown and expanded its activities over the last half-century and is today a leading group concerned with refugees from tyranny throughout the world. The IRC will receive the award at the AFL-CIO convention in October.

The 1982 award was given to two champions of black rights in South Africa—Mangosuthu Gatsha Buthelezi, chief minister of the Zulu tribe and head of the largest black liberation movement in South Africa, and posthumously to Dr. Neil Aggett, a white officer of a union of black workers who was found dead in a Johannesburg jail after being arrested and held without charges.

The inaugural award, made in 1981, was presented collectively to Solidarnosc, the Polish labor federation. Its leader, Lech Walesa, was scheduled to accept the award at the November 1981 AFL-CIO convention but was refused permission to leave Poland. The AFL-CIO is holding the award for Solidarnosc.

In 3-way contest

Carmen's convention elects C.E. Wheeler

Kansas City—The Railway Carmen elected C. Edward Wheeler to a five-year term as president of the 90,000-member union at its 95th anniversary convention here.

Wheeler, 58, a vice president of the union for the past seven years, was elected by a wide margin in a three-way contest over incumbent President Orville W. Jacobson and Randy Reynolds, a former assistant to Jacobson. Wheeler's term will begin next Jan. 1.

Re-elected by acclamation were W. C. Hearn, assistant general president, and Sec.-Treas. Orville P. Channell, Jr.

Prior to the elections, the 600 delegates adopted resolutions expressing grave concern over the loss of jobs in the railroad industry, setting new bargaining goals and establishing a new and independent division for members in Canada.

Strike fund strengthened

One of the first actions at the union's 27th convention was to strengthen the strike fund in preparation for national negotiations with the railroad. Delegates did that by raising the cap on the fund, set by previous conventions, and rolling interest earned back into the fund instead of into general revenues.

Delegates also turned back an attempt to reduce the number of top union officers after listening to expressions of the need for more service from the brotherhood at a time of high unemployment in the industry.

The convention outlined several major bargaining goals, including the establishment of a national apprenticeship program, a stronger craft jurisdiction rule, a push to end the contracting out of carmen's work, improved health and welfare, and language to provide better job protection, including a guaranteed annual wage for all members.

Wheeler began his career as an apprentice carman in 1942 with the Gulf, Mobile & Ohio in Jackson, Tenn. He became local chairman of Carmen's Lodge 281 in 1952 and later served as chairman of the joint protective board on the GM&O. He also had been assistant to the president of the former AFL-CIO Railway Employes' Dept. Wheeler was elected a vice president of the Carmen in 1976.

In his keynote address, Jacobson reviewed the union's progress since the last convention five years ago as well as its overall gains in its 95-year history. Jacobson had been president of the Carmen since 1976.

Future of the union

"We are alive and we are strong and in the best of hands, and we shall remain that way," he said.

"To our founding fathers it was a fight for survival and security that brought us together. The seed of organization planted 95 years ago was the beginning of a fight that continues today. It is reflected in your brotherhood responsible for so much progress, some of which is often forgotten or overlooked."

Jacobson went on to spell out that progress, citing specifics of the union's development and achievements in contract wages and working conditions and the union's service and education programs.

AFL-CIO Sec.-Treas. Thomas R. Donahue told delegates that "your industry and your union have gone through a lot of tough years, years of neglect of the nation's rail system, and years of neglect by that system of the workers who serve it.

"In the current economy, those problems have gotten worse. But you all deserve enormous credit for working together, sticking together, and trying to make as much progress as you can for the workers you represent.

Years of struggle

"You have in the union, over the years, worked in the face of a lot of adversity, and you have taken whatever was at hand, whatever cards were dealt to you, and worked with it. And you found the best solution you could."

Charles J. Chamberlain, labor member of the Railroad Retirement Board and former president of the Railroad Signalmen, explained terms of the Railroad Retirement Solvency Act of 1983—the measure designed to save the pension system for railroaders.

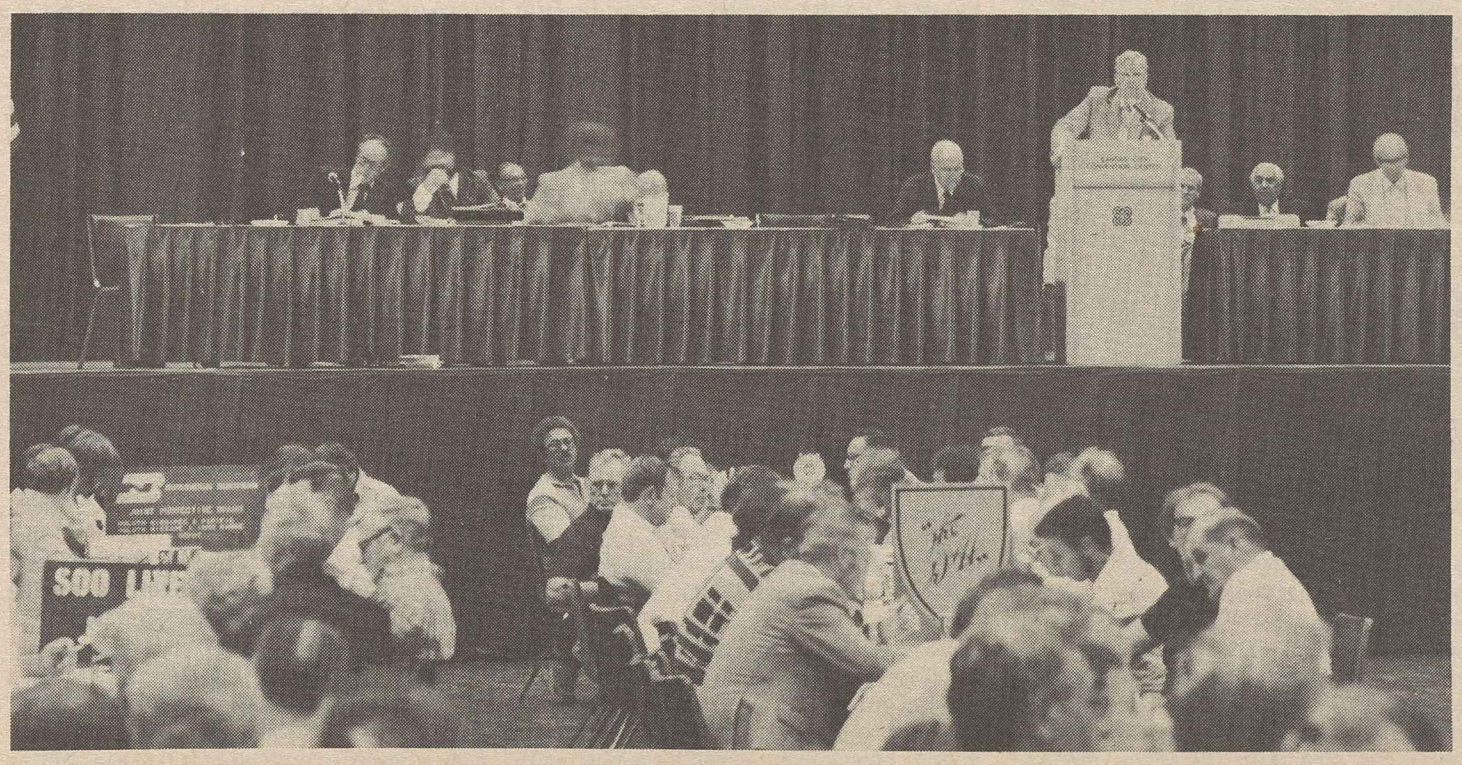
He explained how the Carmen and all of rail labor worked in close harmony to move the measure through Congress despite dissatisfactions over many portions of the bill. "There is no doubt," he told the convention, "that rail labor is dedicated to the preservation of the system."

Other speakers included Walter C. Wallace, chairman of the National Mediation Board; former Labor Secretary W. J. Usery, Jr.; David McIlwaine of the AFL-CIO Union Label & Service Trades Dept., and Richard J. Calistri, editor of Labor, a newspaper published by 14 rail unions.

CORRECTIONS

Ron Malloy, a vice president of Electronic, Technical & Salaried Workers Local 201, was incorrectly identified in a caption in the Aug. 20 issue of the AFL-CIO News belonging to the International Brotherhood of Electrical Workers.

The House rollcall on health care for the unemployed carried in the Aug. 13 issue of the AFL-CIO News incorrectly listed Rep. Mike Lowry (D-Wash.) as voting "wrong." Lowry had cast a "right" vote. Bill Lowery (R-Calif.), who was credited as voting "right," cast a "wrong" vote on the health care issue.



Outgoing Railway Carmen President Orville W. Jacobson chairs 95th anniversary convention in Kansas City.

Communications Workers President Glenn Watts and AT&T Vice President Rex Reed, right, sign new three-year national agreement.

Snarled local talks keep AT&T settlement on hold

Continued from Page 1

Watts said "there's no way to say how long the strike will last," adding it will last "as long as it takes for us to get a satisfactory agreement on the local issues."

He said the national agreement is binding and will go into effect when local bargaining is concluded.

CWA represents 525,000 Bell System workers, IBEW 150,000, and the Telecommunications union 50,000.

Under terms of the agreement, the company will provide elaborate retraining and retirement assistance to help workers cope with AT&T's transition to a more competitive posture in an age where the job is carried out more by electronics than by human beings.

A $36-million training and retraining program, funded by AT&T, will provide new skills to workers whose jobs are being phased out or downgraded as well as to employees who want to enhance their career development.

Termination pay

The tentative pact also calls for termination pay for workers forced to leave the company because their jobs have been made obsolete by technological changes. Workers with 20 years or more service would receive an extra $400 a month for 48 months, plus a lump sum of $3,000, in addition to the regular pension benefits.

The contract also guarantees that workers forced to take lower-level jobs because their former positions have been made obsolete by technology would not be forced to take a pay cut for three years.

Union negotiators achieved significant improvements in the area of health care, a major stumbling block during the talks. The company agreed to extend health insurance coverage to laid-off workers for up to six months. The company previously had not offered such an extension.

AT&T also agreed to form a joint committee with the unions to study health care cost containment issues.

The unions' cost-of-living formula would remain the same as in the previous contract—adjustments of 55 cents per week plus 0.65 percent of pay for each full 1 percent rise in the consumer price index.

Shorter workweek

Pension benefits were improved. Other provisions in the national settlement were establishment of four-day workweeks in some locations and a new program to provide employees with access to mortgages at preferential rates.

When the national agreement was announced Aug. 21, Watts expressed optimism that the strike would end and workers return to work in several days. At his Aug. 25 news conference, he said he had thought the local issues were not the kind that would prolong the walkout.

"After we got back to the table, the company introduced issues that weren't there before," said Watts. "They thought they had us in a corner.

"Frankly, I am amazed that company bargainers at the local tables have again introduced the phrase 'takebacks' into CWA-Bell System bargaining," he said, adding that management was "very ill advised" to assume this kind of bargaining stance.

Local greed

Watts charged that local company negotiators sought to pile up even greater profits than the record $7.2 billion amassed by AT&T last year.

"They're looking to fatten their next quarter profits and shareholders returns by trying to pick the pockets of honest working men ond women," he said. "We will not allow that to happen."

Watts said the 34 operating Bell telephone companies are now before utility rate commissions all over the country asking for "substantial to staggering" increases in rates for local telephone service. The requests are the direct result of deregulation of the industry and the divestiture by AT&T of 22 operating companies on Jan. 1, he noted.

Watts also refuted reports alleging that telephone rates would have to go up to allow AT&T to pass through the costs of the new national agreement.

"That is simply not true," he said, pointing out that labor costs as a part of the total telephone dollar have been on a steady downward trend over the past 30 years. In 1950, total labor costs amounted to about 45 cents of the telephone dollar but only 29 cents in 1980, he said.

Striking copper workers picket the Morenci, Ariz., facility of Phelps Dodge Corp. under the watch of some 800 National Guard troops and police.

Copper strike talks continue despite strained atmosphere

Phoenix—Talks between 13 striking unions and Phelps Dodge Corp. continue here despite an atmosphere strained by the copper producer's strike-breaking, union-busting stance.

More than 2,300 workers have been on strike at four Phelps Dodge facilities in Arizona and one in Texas since July.

The unions asked the company to sign terms of a pattern accord reached several months earlier with the other major copper producers, but the company demanded deep-cutting concessions, forcing a strike. Phelps Dodge has kept operating at a reduced level using supervisors and strikebreakers.

The company provoked a picket line confrontation earlier this month when it announced it would hire 1,500 permanent replacements for strikers at its Morenci, Ariz., facility.

10-day shutdown

An agreement worked out for a 10-day shutdown of the facility expired Aug. 20 with no settlement, and the company insisted on reopening even though talks are still going on with the aid of a federal mediator.

Arizona Gov. Bruce Babbitt ordered more than 400 National Guard troops to join 425 state and local police to escort strikebreakers back into the mine past the 10 picketers allowed by a court order.

With picketing continuing peacefully, the state has pulled back its troops that had been camped on Phelps Dodge property.

Steelworkers Rep. Cass Alvin said the company is continuing to interview "replacements" in an attempt to take advantage of high, long-term unemployment in the area due to the depression in the copper industry and the country's overall deep economic recession.

Phelps Dodge has announced the firing of at least 70 employees for alleged "misconduct" on the picket line and is evicting workers from company-owned housing and sharply tightening credit in company-owned stores, Alvin said.

The unions attribute the company's tough stance to a plan to destroy the concept of pattern-settlements in the industry.

The pact agreed to by the other copper producers includes a three-year wage freeze, but retains full cost-of-living protection and all major benefits for workers in the battered industry.

Company demands

Phelps Dodge is demanding an end to cost-of-living adjustments, slashes in health care coverage and a lower wage structure for new hires.

Leaders of the striking local unions will meet Aug. 27 in Tucson with representatives of unions in the National Nonferrous Coordinated Bargaining Committee. They'll discuss the progress of the talks with Phelps Dodge and consider a program of support for the strikers.

Alvin pointed out that many of the strikers had already been on layoff for about two years. He charged that the company's provocation of a walkout was a way of "transferring them from unemployment to a strike and preventing them from getting benefits such as food stamps."

David Parker appointed NLRB information chief

David B. Parker, former communications director of the AFL-CIO Industrial Union Dept., has been appointed director of information for the National Labor Relations Board. He succeeds Thomas W. Miller, who retired in January after 23 years at that post.

Parker, 37, also had been a reporter with the Bureau of National Affairs' Daily Labor Report from 1972 to 1978 and earlier was a staff writer with the Clothing & Textile Workers.

Machinists hit interference

Union pay settlements targeted by Air Force

The U.S. Air Force is interfering in the collective bargaining process with its attempts to hold down costs in the aerospace industry at workers' expense, the Machinists and the Council of Engineers & Scientists Organizations charged.

The IAM said the Reagan Administration, which "promised to get government off our backs is once again showing that it means getting government off our side."

An article in the Machinist, the union's newspaper, noted it had warned last December that the Administration was preparing to make economic war on aerospace workers by attacking their wage and fringe benefits and trying to stop future gains.

"We predicted that the engine for interfering in collective bargaining in the industry would be a special Air Force task force set up to blame the high cost of weaponry and other government purchases on workers," the union observed.

"Now the Reagan Administration is, unhappily, fulfilling our predictions."

An Air Force task force was specifically created to help control what the Pentagon called a "trend of rising wage compensation" in the industry. The union and the Council of Engineers & Scientists Organizations deny such a trend exists. They accuse the Administration of attempting to impose wage controls on aerospace workers, and question the legality of the cost control system.

Salary curbs

As evidence of the Air Force's intentions, CESO cited a February 1983 letter from Gen. Robert T. Marsh, chief of the Air Force Systems Command, to Boeing Chairman T. A. Wilson in which Marsh suggested that Boeing "curtail further increases in salaries, bonuses and fringe benefits for the majority of the direct and nondirect salaried personnel involved in aerospace defense contracts for a specified period of time such as fiscal year 1983 or the next corporate fiscal year."

In the letter, Marsh said that because of the high costs of weapons development the Air Force needs to "demonstrate to the public in clear and unmistakable ways our resolve to control weapon systems costs."

If the major aerospace manufacturing firms were to hold down salaries, Marsh claimed, the move "would signal to the American taxpayer a commitment to tighten our belts while striving to rearm America at the lowest possible cost."

Military procurement practices have come in for sharp criticism. The Washington Post published an article on Aug. 21 charging the Air Force paid Boeing $1,118.26 for a plastic cap used on a sophisticated radar plane that experts say should not have cost more than $10. Other reports disclosed that the Pentagon has authorized payment of as much as $100 for a 4-cent diode.

The Machinists noted that "it is no coincidence that the Air Force is shifting its task force into high gear" at this time. The IAM, the Auto Workers, and four CESO unions are set to bargain this fall on new contracts with the aerospace companies.

Study 'teams'

"Seeing this time as the most advantageous to unleash its task force, the Administration is now sending 'teams' into Boeing, Lockheed, General Dynamics, United Technologies, and other defense-related industries . . . to look at ways to control aerospace workers' wages as well as to assure that what Air Force Sec. Verne Orr calls 'abnormal' fringe benefits are not negotiated into upcoming agreements," IAM said.

The union noted that Orr said he would accept "work stoppages . . . if that is what it takes to bring inflation under control."

The May issue of Aviation Week & Space Technology listed the goals of the Air Force task force as:

- Find ways to control total compensation costs.
- Investigate whether "abnormal fringe benefits are not being negotiated into forward rate pricing agreements."
- Avoid losing the savings in direct costs by preventing companies from increasing indirect costs.
- Review overhead costs.

Legality in doubt

In a position paper the CESO issued in June, the organization said that such a cost control program is, first of all, of questionable legality; secondly, that aerospace workers' pay is not high; thirdly, that wages already are controlled because the intense competition between the aerospace companies for federal contracts forces companies to hold down costs, and fourthly, that such a controls program cannot work.

IAM Vice President George Poulin said he would like to see the Air Force keep "its nose out of collective bargaining," a viewpoint echoed by CESO. CESO said in its position paper that the Air Force is attempting through the wage control program "to interfere with our collective bargaining relationships with our respective employers."

AFTRA delegates push merger talks

Pittsburgh—The 46th annual convention of the Television & Radio Artists expressed strong support for continuation of the program aiming toward merger of the union with the Screen Actors Guild.

The 350 delegates urged the AFTRA-SAG Joint Coordinating Committee working on a proposed structure for the new, merged union to report within a year.

AFTRA President Bill Hillman told the delegates the first phase of the merger, joint negotiations with SAG on key national contracts, has been "a huge success."

The joint action by both unions has "forged a powerful weapon which serves the interests of both our memberships," Hillman said.

Hillman, a San Francisco broadcaster, was elected by the delegates by acclamation to his fifth term.

He recommended several improvements in the joint negotiating process, and he pointed out that an important issue in the merger talks will be a study of differences in the AFTRA and SAG pension and welfare plans. Currently, AFTRA's program requires a member to have minimum annual earnings of $1,000 under AFTRA contracts to qualify for its health plan. The qualification level for the SAG plan is $2,400.

The delegates strongly opposed efforts to deregulate the broadcast industry and urged union members to write their legislators to express their concern.

Reporter commended

In other action, the delegates voted unanimously to commend Christine Craft, the Kansas City television news reporter who won a discrimination lawsuit against Metromedia, Inc., when a jury agreed that she was fired by KMBC-TV because of her age and physical appearance. The resolution supporting Craft, who is an AFTRA member, praised her action as "a blow for journalistic integrity" that "focused attention on management's continuing abdication of its responsibility to outside influence."

Executive Sec. Sanford Wolff told the delegates the union "has been tested under fire" in the past year, but has managed to conduct its activities in spite of "the most trying, punishing and belt-tightening conditions."

He told the delegates that joint AFTRA/SAG negotiations had produced gains in network radio and television entertainment and news and non-broadcast contracts and that in spite of severe economic conditions in the recording industry, improvements were posted in the pact with the phonograph recording industry.

In other elections, Ann Loring, president of AFTRA's New York local, was elected first vice president, and Len Dresslar of Chicago will serve as second vice president.

Kenneth Roberts of New York and Peter Cleaveland of San Francisco were elected recording secretary and treasurer, respectively.

Other vice presidents elected were Frank Maxwell, Los Angeles; Stan Farber, Los Angeles; Shirley Diercks, Minneapolis-St. Paul; Bill Steinbach, Pittsburgh; Peter Hackes, Washington-Baltimore; Peg Neilsen, Seattle; and Lee Lawson, New York.

Joe Slattery of Chicago, a former AFTRA president, received the George Heller Memorial Gold Card, the union's highest honor, awarded annually for "distinguished service to AFTRA and its members."

Board meeting slated Oct. 1 on endorsement

Continued from Page 1

the board meeting will be open to convention delegates, guests and the press.

The call to the General Board meeting followed shortly on the official call to the AFL-CIO's 15th Constitutional Convention, scheduled to open at 10 a.m., Oct. 3.

Kirkland and Donahue said the convention comes "at a time when a new spirit of solidarity and dedication is growing among trade unionists in America." They cited massive public demonstrations, coordinated organizing drives, grassroots legislative and political action through which union members "have applied their collective strength to improve the functioning of the democratic process."

"This enhanced dedication to the traditional goals of the trade union movement has been generated during the worst economic recession in a half-century," Kirkland and Donahue noted.

"Even now, with unemployment standing at a record postwar level, the very Administration which engineered the recession is boasting that all is well. The Reagan Administration continues to cut back on programs that could help the jobless workers and their families and other disadvantaged Americans; it is perverting, for narrow political purposes, the agencies of government which were created to protect the rights of the people."

The task confronting the convention delegates, the call stresses, "is to find ways to broaden and strengthen the solidarity and unity of purpose among workers and their families, the unemployed, family farmers, minorities, women, the young, the elderly and the disadvantaged. Our aim is to restore the control of government to leaders who share our conviction that the role of government is to advance the welfare of all the American people, not just the rich, the powerful and the privileged few."

Project Help

Unemployed workers cultivate a two-acre plot near Granite City, Ill., to raise produce for a food distribution program run by the Tri-Cities United Way, serving Granite City, Madison and Venice, Ill. AFL-CIO Community Services area director George Cook, left, who heads "Project Help," and Steelworkers Local 1063's Clifford Duniphan, on tractor, help till the soil. Cook said the food distribution is "an on-going project, not a one-shot deal. It will continue as long as it is needed and as long as the recession lasts."

Census study finds economic gains of blacks set back sharply in '70s

Black Americans made major gains in education, home ownership, and health during the Seventies but suffered sharp setbacks in employment and in social areas, the Census Bureau reported.

Data published in a special bureau analysis of the country's black population revealed higher unemployment, a sharply increased divorce rate, and a rise in family households maintained by black females.

"A recessionary economy, coupled with inflation eroded both black and white family income during the 1970 decade, and together they were major factors contributing to an increase in poverty among blacks, especially among women," the report said.

"The disproportionate impact on blacks of the economic downturn beginning in 1974 and of the relatively sluggish economy throughout 1983 effectively brought to a halt the momentum of overall social and economic improvement apparent at the beginning of the decade."

In 1972, the unemployment rate for blacks was 10.3 percent and 5 percent for whites. By 1982, in the midst of the worst post World War II recession, the black rate had shot up to 18.9 percent compared with 8.6 percent for whites, the report said.

The higher unemployment rate and other factors left 34 percent of all blacks in America below the government's official poverty line in 1981—$9,287 for a family of four—the same proportion as in 1970. The proportion of poor whites increased from 10 to 11 percent over the period.

Between 1970 and 1980 the black population rose by 17.3 percent, from 22.6 million to 26.5 million, the report said. In 1980, blacks represented approximately 12 percent of the nation's population.

Education was clearly one of the bright spots for blacks, the Census Bureau observed. Between 1970 and 1982, the proportion of blacks aged 25 to 34 who were high school graduates almost caught up with that of whites. The proportion of whites who were graduates jumped from 76 to 87 percent but the black gain was from 53 to 79 percent.

Gains in education

In higher education, there were also gains for blacks. The proportion of blacks aged 18 to 34 in colleges jumped from 7 to 11 percent between 1970 to 1981.

In 1970 only 15 percent of all blacks aged 25 to 34 had completed one year of college, compared with 31 percent of whites. By 1982, the proportion of blacks had risen to 36 percent compared with 46 percent for whites.

The number of black homeowners also rose over the decade, jumping from 2.6 million to 3.7 million, a 45 percent increase compared with a 26 percent increase for whites.

Blacks also showed some health gains, the bureau said. Black male life expectancy averaged 66 years in 1981, and females 75 years, double the rates of the early 1900s, although white life expectancies were still higher—71 for males and 79 for females.

Lagging income

But it was in the economic arena that blacks fared so poorly, the government said. While income for black married-couple families rose from $18,370 in 1971 to $19,620 in 1981, this group experienced a decline in the proportion it constituted of all black American families, dropping from 64 percent in 1972 to 55 percent in 1982.

In "real" terms, with the impact of inflation removed, the median income for black families in 1971 was 60 percent of the median income for white families—$14,-460 versus $23,970. By 1981, this ratio was 56 percent.

"The decline in black family median income reflects, in part, the increase in the proportion of families maintained by females with no husband present and the lack of income gains for these families," the bureau observed.

Among blacks, such families totaled 2.6 million in 1982, or about 41 percent of all black families, up from the 32 percent in 1972, the study said. The median income for families maintained by black female householders with no husband present was $7,510 in 1981, about 38 percent of the median of black married couple families, $19,620.

labor studies

The George Meany Center will offer labor studies courses in union administration, computers, public speaking, organizing, negotiations and arbitration during September. The schedule:

Union Administrator & Business Agent, Sept. 11-16—A class that focuses on major concerns of fulltime officers including office management, budgeting, contract administration, reaching members and avoiding legal troubles.

Computers for Local Unions, Sept. 18-22—A briefing on the use of computers for union officers before they go on expensive shopping expeditions.

Effective Speaking, Sept. 25-30—A workshop that prepares students for formal speeches, committee reports, confrontations, panel discussions and debates, with attention to the use of visual aids.

Organizing Techniques II, Oct. 2-7—A course for experienced organizers with emphasis on house calls and interviews with workers, opinion polling, training organizing committees and picking campaign strategies.

Arbitration Techniques: Preparation & Presentation, Oct. 2-7—An institute for union representatives who handle grievance arbitration cases. Video taping gives the participants a chance to evaluate their own performances in arbitration exercises.

Advanced Leadership Skills, Oct. 9-14—A workshop on how to read faster and remember more, to speak more effectively, to write more clearly and to chair a union meeting.

Negotiating Techniques: Private Sector, Oct. 16-21—A program to familiarize union officers with bargaining table situations. The exercise, including caucuses, will be videotaped and played back for comment from participating federal mediators.

Scheduled to use the studies center for their own staff training during September are the Graphic Communications Union, Sept. 6-9; State, County & Municipal Employees, Sept. 11-16; Asbestos Workers, Sept. 12 and 20; Communications Workers, Sept. 16-Oct. 7, and Service Employees, Sept. 25-30.

The AFL-CIO Dept. of Community Services will hold a staff meeting on campus Sept. 9, and the Dept. of Education will meet with the American Council on Education, Sept. 12-13.

AIFLD has 37 Spanish-speaking trade unionists from 17 Latin American countries on campus who will complete classes Sept. 23.

More information about these and other labor studies programs is available from Fred K. Hoehler, Jr., executive director, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903; telephone 301/431-6400.

Federal pay gap widens

Continued from Page 1

but had not yet decided on the effective date.

The American Federation of Government Employees, largest of the unions in the federal sector, earlier this year filed a suit to overturn the alternative pay plan mechanism, contending that it conflicts with a recent Supreme Court decision holding unconstitutional the so-called "one-house" veto of Executive Branch actions. The case has not yet been argued, however, and is not likely to be heard in time to affect the current round of pay setting.

The Federal Employees Pay Council, with two representatives of the AFGE, one from the AFL-CIO Public Employee Dept., and two chosen from non-affiliated unions, was set up by law to represent the interests of federal workers in the salary-setting process. But the rejection of the comparability principles by the Administration has left it only the role of voicing indignation at the distortion of the law.

The comparability determination for salaried federal employees is normally carried intact over to military pay adjustments, but in most recent years Congress and the President have agreed on higher increases for the military.

Federal blue-collar workers are supposed to be paid local prevailing wage rates, based on wage board surveys in the areas where they work. Congress has used the budget reconciliation process, however, to hold the percentage increase for hourly paid federal workers to the level of salaried federal workers.

The semi-autonomous U.S. Postal Service negotiates pay with the unions that represent its workers. The current contract, which includes cost-of-living provisions as well as annual pay raises, does not expire until next July.

Upshaw sees NFLPA building on strike gains

By Arlee C. Green

The National Football League Players Association's 57-day strike in the 1982-83 season is now history. The association's then president, Gene Upshaw, who is now executive director of the NFLPA and president of the Federation of Professional Athletes, doesn't want to see history repeat itself.

The former Oakland Raider ended his 16-year football career to assume the dual leadership roles from Ed Garvey, who resigned after 12 years to become a deputy attorney general for the State of Wisconsin.

Upshaw, a 10-time All-Pro pick as an offensive lineman, said he was fully prepared for both offices.

"I had on-the-job training for this job. I've been involved in lockouts and strikes. Being a player gives you a different feel for what is going on. The difference for me is now I don't have to get my ankles taped to come to work.

Membership role

"My platform as president was the 'union is you.' It's still that. We have a democratic system. The player rep represents the team and from that comes the board of representatives and our seven-member executive committee.

Last year's strike, the longest in the sport's history, was a "trying time," Upshaw said, noting the 1,600 players, 28 owners and millions of fans all wanted it settled quickly.

The result of the strike is a strong contract and a foundation for the future. "There's no way it was a loss," Upshaw declared. "The main thing from the strike is that we are recognized as a union; we're respected. We're the exclusive bargaining agent. I don't think there was any other way to achieve the agreement we got without a strike."

Upshaw said the immediate goal of the NFLPA is to bridge the communications gap between the union and management.

"We have four years to go on the contract," he noted. "We have to do everything we can to avoid conflict in 1987" when the contract expires.

Upshaw said the union wants to improve relations with management so that neither side suffers from the economic impact of strikes.

"Collective bargaining is not a win-lose situation—it should be give and take. You are supposed to come out of negotiations with the feeling you've bargained, you've compromised. The owners and the players are both used to winning. Bargaining is compromise."

NFLPA Executive Director Gene Upshaw

The labor-management relationship should embrace "cooperation and communication," he said. "That's what the players want."

Toward that end, Upshaw said he is trying to open lines of communications with NFL Commissioner Pete Rozelle, Hugh Culverhouse, chairman of the management council's executive committee, and Jack Donlan, executive director of the NFL management council.

The demands of the 1982 strike laid the groundwork for the next set of negotiations and will buttress the union's objectives in this "changing" industry. Although the game will likely be the same in 1987, the industry surrounding it will not be.

The NFL now has competition from the United States Football League, which is expanding to 18 clubs from this season's 12. The lucrative network television contracts will become a smaller part of the club revenues as cable television and pay television contracts are added.

Long-range goals

"We have to see where the industry leads us by 1987," Upshaw said. Over the long-range, "the players are interested in more money. We feel we made a big push in the last agreement to increase that revenue.

"We got severance pay and guarantees on how much the owners should spend ($1.6 billion over five years). The playoff money doubled. Insurance and pension benefits improved. Over the five years, the owners will contribute $65 million to the pension fund."

Under the new contract, rookie players made the largest gains with the first-year pay minimums jumping from $22.000 in the old contract to $50,000 in 1985. That is also the largest area of membership since the average career span is 4.5 years.

An alcohol and drug abuse program was set up under this contract to provide counseling through clinics which have been certified by the Hazelton Foundation of Center City, Minn.

Upshaw helped to win designation of the union as the exclusive bargaining agent for all players after their initial contract. For years, this had been an area of many abuses, always at the expense of the players.

Setting the rules

"Now we determine the criteria for the agents, fee schedules and when they get paid," Upshaw said. "The agents have to register with us, attend seminars we put on and agree to the structure we set up."

Agents are now paid a percentage of what they negotiate for the player above the scale and in multi-year agreements, they are paid when the player is paid, instead of up front.

Upshaw pointed out the system of regulating agents requires the union and management to work closely together. "If John Riggins were the subject of negotiations, the team would have to tell us and we would also get a copy of the contract," he said, noting this has helped quell rumors of what certain players earn and helped end misinformation from management.

The FPA hopes to add representation of the players in the United States Football League to its roster this year, through establishment of the USFL Players Association. A representation election held this spring resulted in a near tie that was further complicated by dozens of challenged ballots.

"We need some kind of uniformity for players," Upshaw declared. "A number of former NFL players are there now and helped in organizing. They lost their benefits when switching to the USFL unless they had them written into their contracts."

The USFLPA would have autonomy, elect its own officers, Upshaw said, adding, "we would support them. We see the USFL as 600 new jobs and now they are adding six more clubs.

While the player benefits in the NFL are set by the contract, USFL benefits are all over the lot. In training camp, Upshaw said, players on some clubs earned $5 a day. There was no injury protection insurance. For some players, their families were not covered by health insurance and others found they weren't covered in the off season. And the league doesn't address the problem of career-ending injuries.

Leading to the first election, 60 percent of the league's 600 players signed USFLPA representation cards. But then management hired union-busting consultants, Upshaw recalled.

Players' reactions

"They came in as a 'neutral party' and scared everyone. They said the owners were concerned this was too early for a union, and wanted the league to have a chance to survive. The players were scared and confused."

After the National Labor Relations Board decided the challenged ballots, the USFLPA garnered 268 votes, compared with 262 for no union, and 25 for another organization. A runoff election is yet to be scheduled.

As the union looks toward the 1987 negotiations with the NFL, Upshaw said it is too early to determine the bargaining goals. He noted that when the union asked for a percentage of gross revenues in the last contract, "we heard it was Marxist and communistic." Now players in other sports have picked up the idea and want it in their contracts, he pointed out.

"We feel we should get a fair share of the revenue. We were never out to control the business. That was a catchword used throughout the strike. As the owners reach out for more revenues, we should be part of that."

When Upshaw's term as executive director of the union becomes history, he would like to feel that he helped the players develop a stronger voice in determining their wages, hours and working conditions.

"My goals are tied to the union's goals. I'm more concerned that we administer this contract well and then pick up and go to the '87 contract."

Anti-labor editorial too much to take

Trade unionists may sometimes feel that it's futile to argue with newspaper editorials attacking the labor movement. Newspaper publishers, after all, are businessmen, and they chum around with other businessmen and by and large share their anti-union views. The temptation is to consider the source and dismiss the editorial attacks as something to be expected.

But Steve Bieringer, an AFL-CIO field representative in Denver, felt he couldn't let a recent editorial in the Rocky Mountain News go unchallenged. To its credit, the Scripps-Howard daily gave prominent display to this point-by-point rebuttal by Bieringer:

A recent Rocky Mountain News editorial regarding the AFL-CIO and labor's image requires a response, for it mixes the AFL-CIO use of a television series to present issues of concern to workers with a litany of anti-union attacks that have little to do with either labor's image or the facts.

Attack on standards

First were the comments that labor could do more to clear up its image in two wage-related ways:

— Help keep production costs down.

— Support the elimination of laws that require "higher than necessary wages" on government construction projects.

The fact is that the community wage standard law has for nearly 50 years served to outlaw wage exploitation in federal construction contracts while simultaneously providing safeguards to business, the federal government and the taxpayer.

Faulty reasoning

The logical conclusion is that the News believes labor's image will only improve when wages and working conditions go down, or to put it more clearly, when the union stops representing the interests of its members for fair wages, hours and working conditions.

Labor is further urged to "quit automatically following spending policies at the national level that are plunging the country into enormous deficits." Nowhere is it mentioned that the current $200 billion deficit is of President Reagan's making. It is his domestic and defense budget policies, combined with his recession and tax policies, that have reduced revenues and produced the deficits.

The editorial goes on to distort another issue, claiming that there are not adequate laws to control "union violence and extortion in labor disputes." The fact is that all acts or threats of violence connected with such a dispute are currently punishable under a multitude of state and local laws. Where serious acts of violence occur—either by employer representatives or workers—there are currently applicable federal laws that apply to everyone alike.

The proposals that the News apparently supports would apply the law unevenly against unions and in favor of management in a dispute.

Labor is also challenged to do more to support legislation that requires union officials who are convicted of crimes to leave office before the judicial process is complete. However, the AFL-CIO supports the legislation on this item despite the dual standard of justice that falls more harshly on a union official than on an employer representative or any other citizen.

More than money

Finally, the News points to the use of John Riggins in the TV campaign and claims he is not a typical union member since he makes $300,000 a year. The missed lesson in this is that people belong to unions for reasons other than simply wages. While better wages are certainly a benefit that unionists enjoy, the dignity that comes with being able to speak out on work-related issues and help make the rules that govern the large part of one's life that is spent at work are a major benefit of belonging to a union. That is the real point of Riggins' membership in and support of his union, that unions bring dignity and voice to workers, as well as higher wages.

EDITORIALS

Where the Jobs Are

THE AFL-CIO was urging the need for a national industrial policy long before that phrase became politically fashionable, and there are some welcome signs that the concept has taken root.

A broad-based consensus has formed in support of the proposition that the United States must retain an industrial base by modernizing its key industries and encouraging the development of new technologies that will be the industries of the future.

There are and will continue to be differences over how best to achieve these goals, but there is increasing agreement that labor, business and government must be involved in the process.

The consensus reaches almost across the political spectrum, and that is how it should be. Within the political mainstream, there is nothing inherently liberal or conservative, Democratic or Republican, in awareness of the problem and the search for solutions.

Only the flat-earth ideologues, whose rigid "leave-it-to-the-marketplace" philosophy denies the need for government action in this as in other areas, see no cause for public concern in smokeless factories and wipeout of entire industries.

The consumer market in this country is so vast that the United States can continue to show signs of economic recovery from the depths of a deep recession for months to come. But the signs are already clear that this recovery—if unaided—will bump into a plateau unacceptably distant from the concept of full employment.

RECALLS IN auto and steel, and in the myriad of related industries, are not bringing employment back to pre-recession levels, nor are they likely to do so.

As for the high-tech industries that seemed to hold such promise, there is a clear and present danger that they may follow the overseas exodus of the once-flourishing radio and television manufacturing industries.

America's export and import sensitive industries are handicapped by an artificially tilted rate of exchange. And other nations have no qualms about insisting on domestic content requirements that the Administration is so reluctant to have the United States invoke in its own economic self-defense.

The clear lesson is that America's economic recovery won't be complete without new sources of industrial jobs. And the equally obvious corollary is that both retention of existing jobs and creation of new jobs must be a key goal of a national industrial policy.

Shaping such a policy does not presume the preservation either of unnecessary jobs or of unproductive or unimaginative management.

It does presume and require a commitment of resources from all sectors of society and from government. Without such a policy and commitment, the goal of full employment is beyond reach.

And time is running short.

Exploited Women

PAY EQUITY has been called the labor issue of the 1980s, but it is far from a new topic for organized labor. Equity is a bedrock issue of the labor movement.

Many employers see the idea of equal pay for work of comparable value as a major threat to their access to vast supplies of cheap, docile, easily exploited labor.

Experience has taught the labor movement that only when employees are represented by their own strong, effective voice—their union—is fairness and objectivity in evaluation possible.

In helping women workers to organize, it is obviously a great asset to be able to point out the stands of organized labor in favor of equity and equality, to point to our efforts to expand all forms of opportunities for women, to our strong support of day care, education programs, health care for all Americans, equality in health and pension benefits, and the list goes on.

—From a speech by AFL-CIO Sec.-Treas. Thomas R. Donahue to the National Labor Organization meeting of the National Committee on Pay Equity, May 1983.

'Is He Really Necessary?'

Washington Window

Medicaid rules shut out millions of poor children

By Press Associates, Inc.

The high, long-term costs to society of inadequate prenatal care for expectant mothers and health care for infants and children are well-documented.

High infant mortality rates, physical and mental handicaps and impaired educational achievement all have been shown to be related to poor health care during early, critical stages of life.

It also is well-known that poor families have much less access to health care in this nation than the non-poor. Programs such as Medicaid have been developed to close the gap between the non-poor and the poor in health care.

Dr. Karen Davis of Johns Hopkins University recently told Congress that nearly 6 million children in families with incomes below the poverty level lack Medicaid coverage.

Testifying for the American Public Health Association, Davis said that less than 40 percent of children in poverty are covered by Medicaid. Of these, 2 million live in families with incomes below 50 percent of the poverty level.

Ineligibility rules

Davis explained that these millions of children are deprived of Medicaid coverage because states can set eligibility rules which shut out children living in two-parent families and also can establish income eligibility standards far below the federal poverty level.

Some 30 states currently exclude children from intact families from Medicaid coverage. In 29 states, the income cutoff for Medicaid eligibility is less than 50 percent of the federal poverty level.

States also can set rules limiting access to Medicaid by pregnant women. In 19 states, women who are pregnant for the first time are not eligible after birth. Other states do not cover pregnant women whose husbands are at home, regardless of their combined family income levels.

Consequently, Davis said, some 330,000 pregnant women from families with incomes below the poverty level are ineligible for Medicaid.

Medicaid coverage has shrunk due to Reagan Administration budget cuts which have caused stricter eligibility rules and decreased benefits.

Youth in poverty

The number of children living in poverty rose from 15 percent of all children in 1970 to nearly 22 percent in 1982. In 1982, some 13.5 million children lived in families with incomes below the federal poverty threshold of $9,862.

In contrast, the number of children covered by Medicaid dropped from 10.5 million in 1979 to 8 million in 1982.

Congress has begun to consider remedies by including extended health coverage for children in the fiscal 1984 budget. Now it should take steps to reform the Medicaid program.

An "important and essential" first step proposed by Davis and the APHA is to establish federal Medicaid eligibility rules that would include children in both single and two-parent homes. Similarly, prenatal care and delivery service coverage should be extended at the national level to otherwise eligible women whose husbands are at home and to women who are pregnant for the first time.

Congress also needs to establish a nationwide minimum income eligibility floor. Davis said that, if this floor were set at 50 percent of the federal poverty level, an additional 2 million poor children would gain Medicaid coverage.

For a nation with a social conscience, there is no question that too many poor children lack access to health care. And for a budget-minded government, the nation can pay now or pay more later.

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Vol. 28, No. 34 SATURDAY, AUGUST 27, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
American Federation of Labor and Congress of Industrial Organizations

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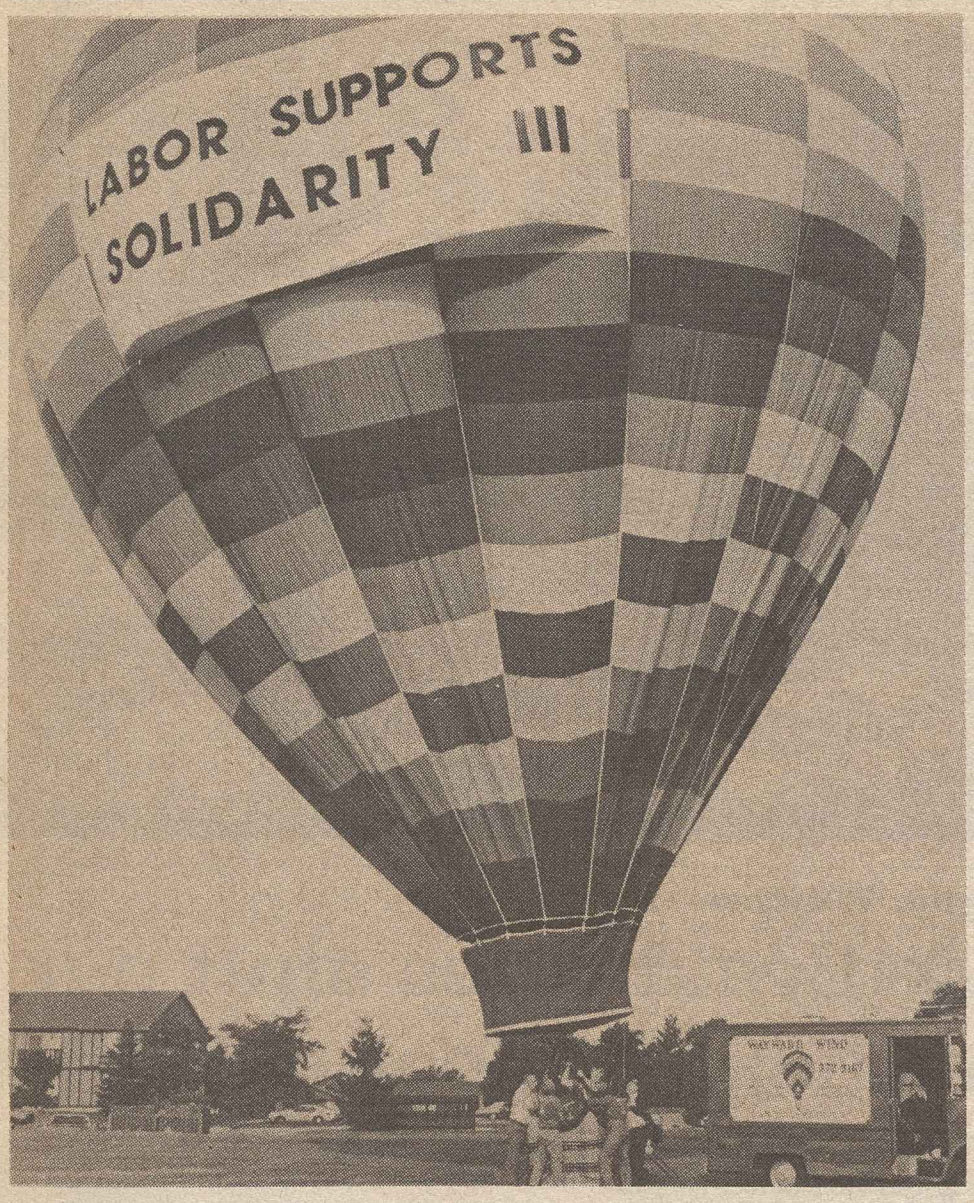

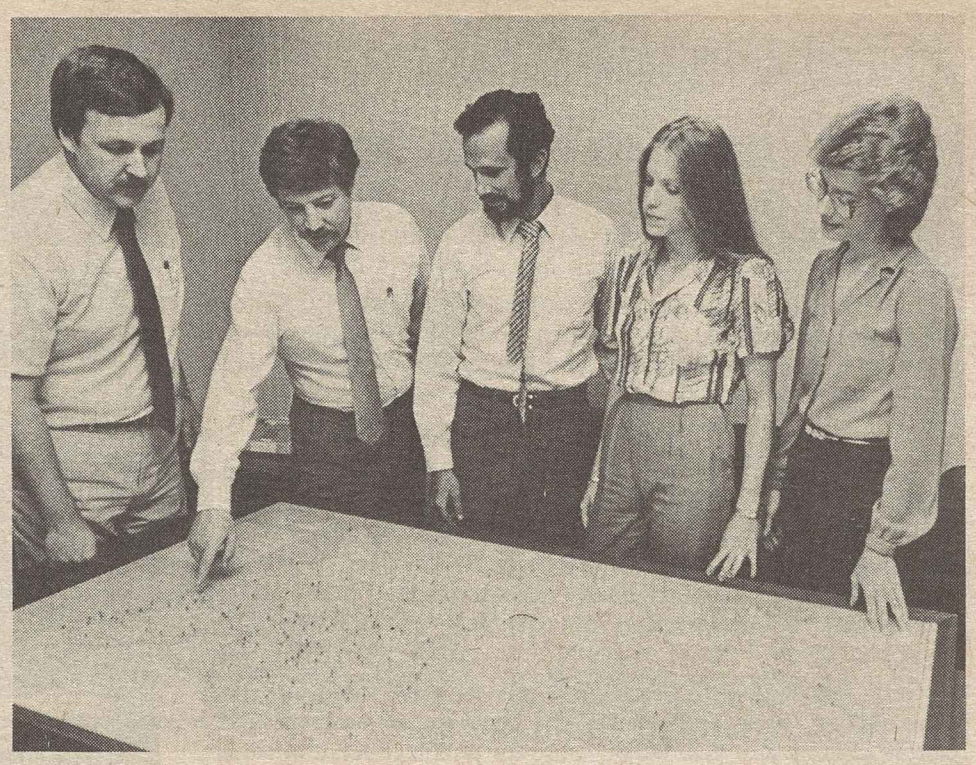

Preparations for Solidarity Day

Solidarity Day III task force members map out the details of final preparations for the Sept. 5 Labor Day observance featuring events in 150 cities across the nation. From left, Tom Moran, Jr., Kevin Kistler, National Coordinator Charles McDonald, Debbie Perkins and Pam Coppage, help coordinate activities from the AFL-CIO headquarters for the masses and marches, parades and picnics, and rallies and races. In Lansing, Mich., balloonists, left, prepare for the labor-backed Riverfest '83 which will feature, of course, hot air balloons, sky-divers, fishing contests, fireworks and a lighted float parade on the Grand River. Many local labor movements are linking Solidarity Day activities with traditional Labor Day festivities for workers and their families, and others are planning new or expanded programs for the first time. A number of local labor groups have scheduled three days of events for the holiday weekend.

Guild condemns Poland's ban on writers' union

The Newspaper Guild and three other writers' organizations voiced a strong protest to the Polish government over its action to dissolve the Union of Writers.

Joined by the National Writers Union, the Committee for the Protection of Journalists and the Society of Professional Journalists, the Guild sent telegrams to Jan Szczepanski, president of the banned writers' union, and to Gen. Wojciech Jaruzelski, head of the country's communist regime.

The U.S. writers' groups, representing some 75,000 journalists, authors and poets, charged that the action "is a direct attack on the rights of all Polish people. It strikes particularly at the right of Polish writers to free expression and at their right to create independent labor organizations to defend their interests."

Hand of support

Calling for "writers everywhere" to stand together against such assaults on basic human freedoms, the U.S. coalition offered "an open hand of solidarity, friendship and assistance to all Polish writers in this time of trouble. We call on the Polish government to reinstate the Union of Polish Writers."

The writer's union was openly sympathetic to the goals of the outlawed Solidarity union and like other organizations suspended by the government, it had refused to recant its declarations.

The government's official press agency, in announcing the dissolution, said the union's board of directors had "adopted a program that was incompatible with the union's tradition and statutes and became in practice an exponent of the antistate political opposition."

Dip in real earnings reflects spotty economic performance

While the American economy generally continued to improve, the government reported persistent trouble spots requiring close attention in the days and months ahead.

The rate of inflation as measured by the monthly consumer price index continued to moderate in July, factory production rose a sharp 1.8 percent over the month, and the economy grew even faster in the second quarter of the year than originally reported.

But the "real" earnings of workers were off last month after rising in each of the previous four months. Real earnings adjusted for inflation fell one-tenth of 1 percent in July after rising three-tenths of 1 percent in both June and May, the Bureau of Labor Statistics said.

Other evidence of the fragile nature of the recovery from the two-year Reagan Recession included:

- Starts of new housing construction in July fell for the second month in a row to a seasonally adjusted annual rate of 1.74 million units. The Commerce Dept. reported single-family starts were hit hardest, down 12 percent.

Government and housing industry officials blamed rising interest rates for declining housing starts and home sales, which had been recovering for several months from depressed recession levels.

- The private reporting firm of F. W. Dodge said that contracting for all kinds of newly started construction last month declined 10 percent in July from the previous month's all-time high.

July's 10-percent contraction was evident in all three categories of construction tracked by the reporting firm—non-residential, residential, and non-building construction.

- New orders for durable goods fell 3.6 percent in July, the first decline since February, the Commerce Dept. said. The slide in July orders was concentrated in the capital goods industries, which manufacture the equipment companies use to expand and modernize operations. Orders for household goods, primary metals, and electrical machinery all increased.

- The Congressional Budget Office, the research arm of Congress, predicted stronger economic growth this year and next, but still projected large federal budget deficits in the years ahead even if proposed spending reductions and tax increases are approved.

In its annual midyear update, the CBO projected a budget deficit of $200.6 billion, almost twice the deficit of the year before, for the 1983 fiscal year that ends Sept. 30.

Real earnings

In its report on real earnings, the Bureau of Labor Statistics said the drop of one-tenth of 1 percent last month resulted from a rise of three-tenths of 1 percent in the consumer price index plus a slower rise in average hourly earnings and no change in average weekly hours worked.

Gross average weekly earnings in July were up 70 cents from the June level, at $281.50. Expressed in constant (1977) dollars, however, the average was down 20 cents from the month before, at $171.65.

The modest rise in the CPI was due to less expensive food and only moderately more expensive gasoline last month, BLS said.

On the bright side, the economy's growth in the April-June quarter was higher than first reported by the government—9.2 percent at an annual rate as compared with the earlier estimate of 8.7 percent. The upward revision of the nation's real gross national product was the result of more complete information. Real GNP is the value of the nation's total output of goods and services adjusted for the impact of inflation.

Factory production rose a sharp 1.8 percent in July, the Federal Reserve Board reported, the eighth consecutive monthly increase in output and the largest since a 1.9-percent rise in April.

The Fed also reported that the nation's factories, mines, and utilities operated at 75.8 percent of capacity in July, up from a revised 74.6 percent rate in June.

Rights marchers to join Detroit rally

Detroit—The strong bond between the labor and civil rights movements will be a feature of this city's Solidarity Day III observance, Detroit AFL-CIO President Thomas Turner announced.

Labor officials will participate in Sunday ceremonies at Detroit's historic Union Second Baptist Church as members of the NAACP Youth Council arrive at the end of their 360-mile march tracing the route of the "Underground Railroad" from Covington, Ky., to the church that was one of the main "stations" to freedom on the famous escape for slaves during the Civil War era.

The NAACP marchers, who are walking the entire route to promote voter registration and participation, will be part of the Solidarity Day parade on Monday, and NAACP Executive Director Benjamin Hooks will join Auto Workers President Owen Bieber and Service Employees Sec.-Treas. Richard Cordtz as a speaker at the rally.

Label week

Union Label Week will be observed Sept. 5-10, the AFL-CIO Union Label & Service Trades Dept. announced.

The week that includes Labor Day has traditionally been used to call the attention of the public to labels and shop cards and to urge consumers to buy union products, use union services and to look for the emblems as a sign of quality, department Sec.-Treas. John E. Mara said.

Special observances are planned in a number of communities, including cooperative programs with employers and merchants and many local governments issuing "Union Label Week" proclamations for their cities or states, Mara said.

Chicago district House seat won by UFCW leader

Chicago—Veteran union leader Charles Hayes easily won election to Congress to fill the 1st District House seat vacated by Chicago Mayor Harold Washington.

Hayes, 65, is a vice president of the Food & Commercial Workers. He had COPE support and the personal endorsement of Washington, both in the Democratic primary and the special election. He received 39,627 votes, or 93.6 percent of the total vote cast, against 2,273 votes for his Republican opponent, Diane Preacely, and 394 for an independent candidate, Ed Warren of the Socialist Workers Party.

The light voter turnout—about 13 percent of those eligible—reflected the degree to which Hayes was favored in the heavily Democratic district after winning the closely contested primary on July 26.

Hayes said his victory in the predominantly black district "serves a notice" on President Reagan, whose policies and program cuts he denounced as a cause of growing poverty especially among black families. Hayes said his first efforts in Congress would be to press for emergency jobs legislation.

In other election activity, Mississippi Atty. Gen. Bill Allain captured the Democratic nomination for governor of that state, defeating former Lt. Gov. Evelyn Gandy, 401,192 votes (52.2 percent) to 365,916 (47.8 percent) in a nearly complete tally.

AFL-CIO news

VOL. 28, NO. 35
SATURDAY
SEPTEMBER 3, 1983

MEMO FROM COPE
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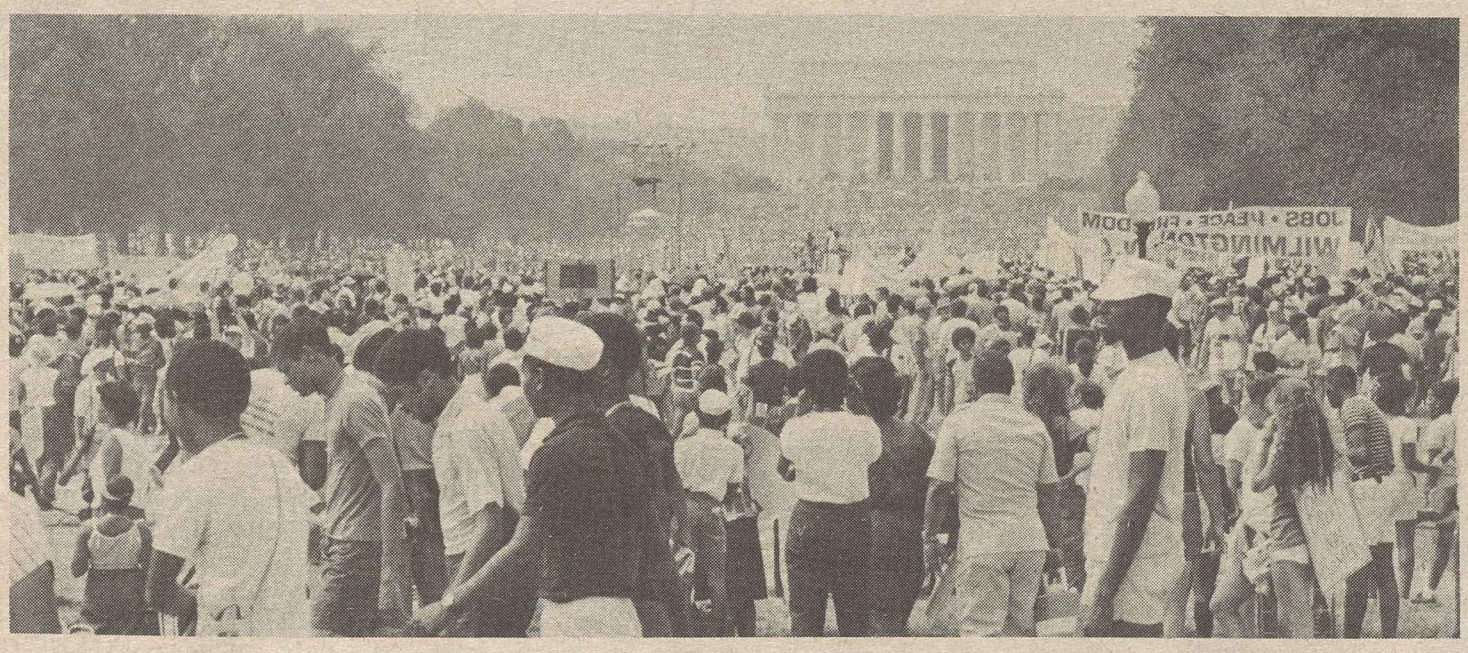
Workers reclaim 'labor's day'



Unionists join march

More than 60,000 union members were among the 300,000 demonstrators marking the 20th anniversary of the historic civil rights March on Washington. This year's march carried forward the goals of jobs and justice set forth at the 1963 demonstration. It was organized by a coalition led by Mrs. Coretta Scott King and widely supported by organized labor to protest government policies thwarting progress toward those goals. (More photos on Page 2.)

Solidarity III events slated across nation

By Susan Dunlop

American workers, looking forward to Labor Day, have "taken back our holiday" and renamed it Solidarity Day, AFL-CIO President Lane Kirkland said in his annual message. Organized labor continues to fight to achieve its goals and preserve its gains, he declared.

Kirkland pointed out that this year's Solidarity Day III observances are a continuation of the spirit of concern that motivated more than 400,000 union members and their families to join the first Solidarity Day march in Washington, D.C., on Sept. 19, 1981, to protest the disastrous policies of the Reagan Administration.

It was that same spirit, he noted, that drew massive numbers of union members to the polls on Solidarity Day II, Election Day 1982, "not just to protest against economic and social policies that we perceived as unfair, but to change those policies by electing political leaders who shared our views" of a just society.

This year, Kirkland said, workers will be celebrating Solidarity Day "in their own way" in a wide range of activities in their own communities, including marches, rallies, parades, picnics and other special events.

More than 150 Solidarity Day III events are currently scheduled, at least one in every state, the day's coordinating team has announced. Combined nationwide participation in Solidarity Day events is expected to top the 1981 record.

Kirkland and Donahue texts, Page 6.

Kirkland said in his statement that an important aspect of each of the Solidarity Day events is a recapturing of organized labor's "sense of being part of a vast national movement" and that labor's solidarity is continuing to take shape particularly "in the process through which we are deepening and broadening our role in the nation's political process."

Among its objectives, Solidarity Day III

Continued on Page 3

Public Employee Dept. rips Reagan tax policies

By James M. Shevis

Most Americans are worse off today than when President Reagan took office because federal income tax cuts under the Administration's three-year tax reduction program have been more than offset by increases in other federal taxes and boosts in state and local levies.

That is the major finding of a study by the AFL-CIO Public Employee Dept., released at the department's sixth biennial convention in Washington.

Although federal income tax rates may have gone down over the last three years, for most people the gains have been wiped out by higher state and local taxes, the federal gasoline tax, and higher social security payroll withholdings, the report observed.

"The shift in program funding responsibility from the federal government to states and localities is the true Trojan Horse of the Reagan presidency," PED Executive Vice President John J. Sweeney declared at a news conference.

"It has been the vehicle whereby higher state and local taxes have been substituted for revenue formerly collected from a progressive federal income tax. The cornerstone of the unfairness of the Reagan presidency may be found in his tax policies."

The study, which was based on a survey of one city in each of 20 states, also concluded that only the wealthy—not lower- and middle-income families—have had a net reduction in their total tax burden since 1980.

Net reduction

A median-income family in Indianapolis, for example, paid taxes totaling $5,368, or 25.2 percent, on a total income of $21,303 in 1980, the study observed. The total amount in taxes this year was estimated at $6,187, or 26.5 percent, on income totaling $23,373. After factoring in the increase in median income over the three-year period, the net tax increase was $297.

"If you're lucky enough to make

Continued on Page 5

Federal unions assail 3.5% cap on pay increase

President Reagan's proposed 3.5-percent pay increase for the federal government's 1.46-million white-collar workers is "a political sop" that will nowhere near bring them parity with their counterparts in private industry, unions representing the workers charged.

The AFL-CIO Public Employee Dept., whose member unions represent over a million federal employees, said the Reagan recommendation was a "cheap attempt" to court the workers' vote.

"But federal workers have long memories, and will not be fooled by such disingenuous posturing," PED President Kenneth Blaylock said. "The Republican Party's loss next year of any anticipated votes will be the Democratic Party's gain. . . .

"We know that Congress will see through the Reagan proposal and act accordingly."

Continued on Page 4

Federal ban 'disappears'

'Scab referral' scheme denounced

The AFL-CIO registered a strong protest against a Reagan Administration proposal that would let government employment offices act as "scab referral services" and called the Labor Dept.'s attempt to slip the rule change through "less than completely honorable."

In a letter to Labor Sec. Raymond Donovan, Federation President Lane Kirkland scored the Employment & Training Administration for issuing proposed new rules that delete—without explanation—a long-standing regulation prohibiting state employment agencies from referring jobless workers to openings resulting from strikes, lockouts, or other factors related to labor-management disputes.

The ETA issued the proposed new rules in July to govern the state agencies' roles under the Job Partnership Training Act, passed by Congress in 1982 to replace the Comprehensive Employment & Training Act (CETA) and to amend the 1934 Wagner-Peyser training and employment legislation.

AFL-CIO economists spotted the omission of the nearly 50-year-old regulations in a close examination of the proposals.

Strikebreaking business

Kirkland told Donovan that the proposed regulations would permit state employment offices "to encourage jobless workers to become strikebreakers." And he asserted that "putting the employment service in the strikebreaking business is squarely contrary to the principle of federal government non-involvement in labor disputes."

He was critical of ETA's "lack of candor" in putting out the new rules, pointing out that the proposed change "is not expressly noted nor is there a word in the explanation for the proposal admitting to such an anti-labor change in the present regulations, much less one attempting to justify that change."

Kirkland called the move less than honorable, and said it shows "far less in the way of fair and open dealing than we have a right to expect of our government."

In the AFL-CIO's formal comment on the proposed regulations, Bert Seidman, director of the federation's Dept. of Occupational Safety, Health & Social Security, filed a strong objection to the deletion which he called "a retrograde and, we believe, unauthorized change in government policy" and he criticized "the stealthy and obscure manner" in which ETA is attempting to pull it off.

The new proposals, he said, would

Continued on Page 4

The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

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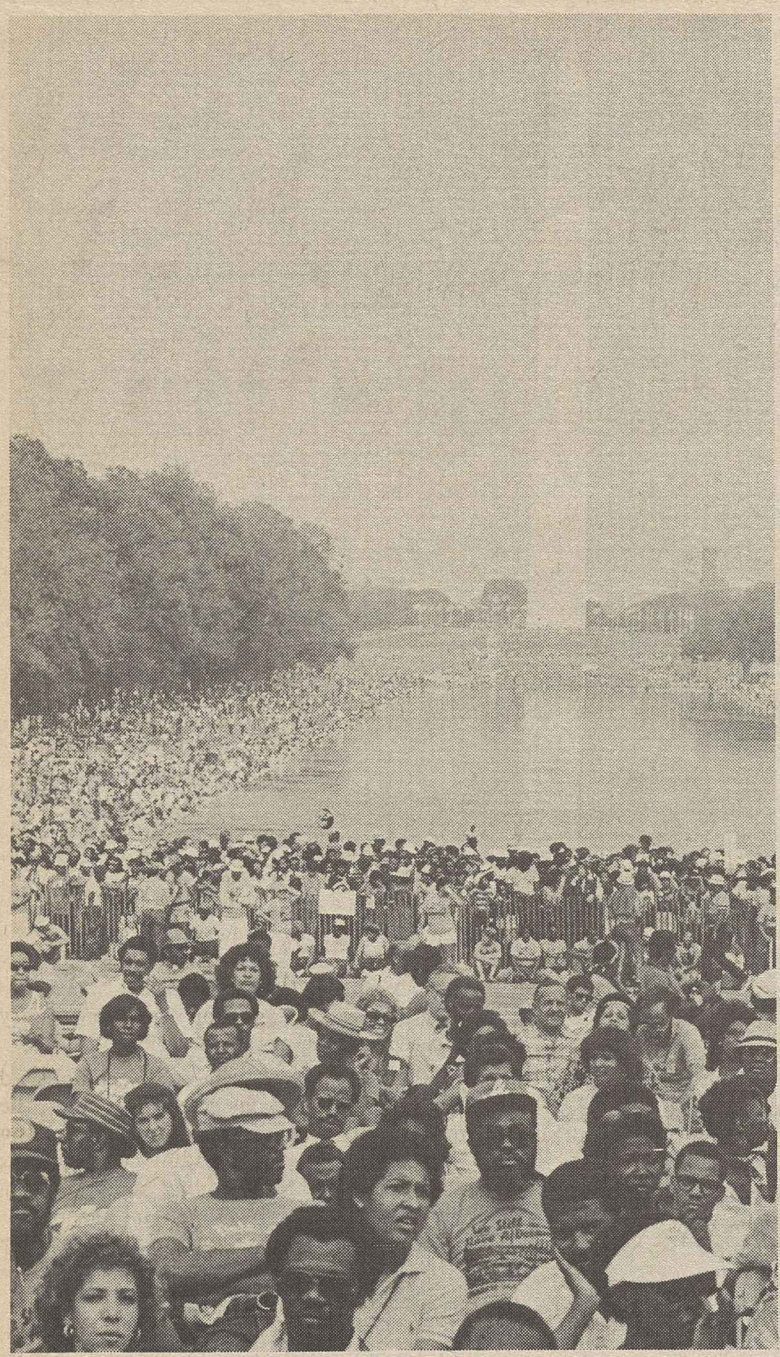
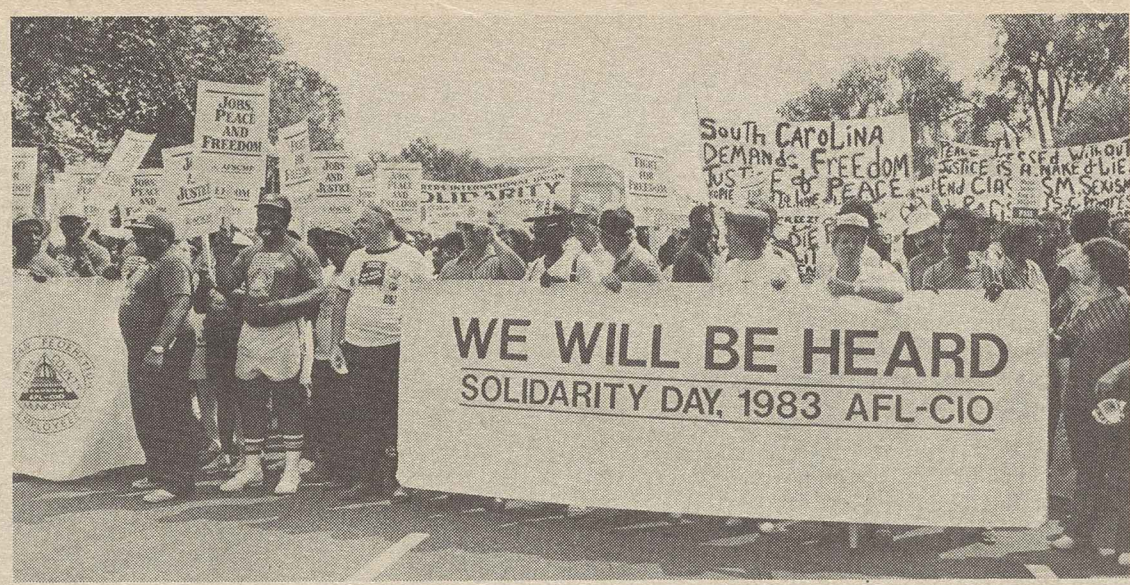


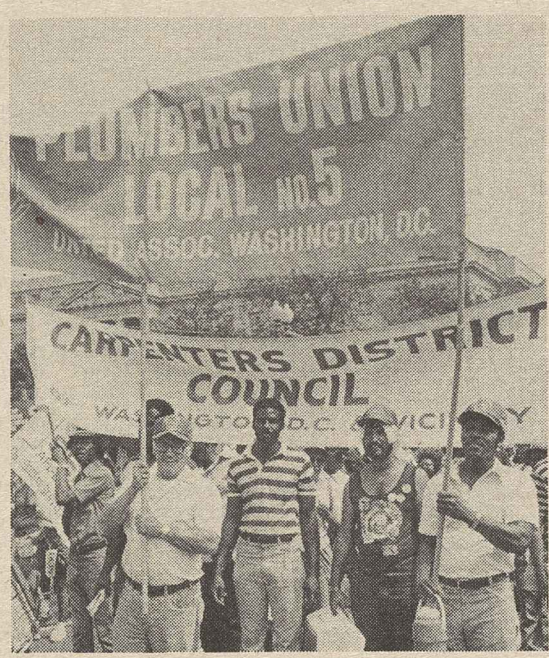


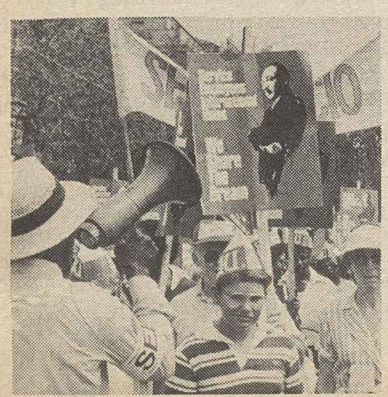
'March for the dream'

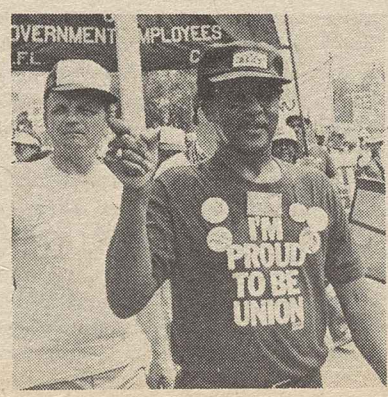
Ranks of the 300,000 demonstrators thronging the National Mall on the 20th anniversary of the landmark civil rights March on Washington were swelled by more than 60,000 union members from all parts of the country, including the contingents pictured on this page.

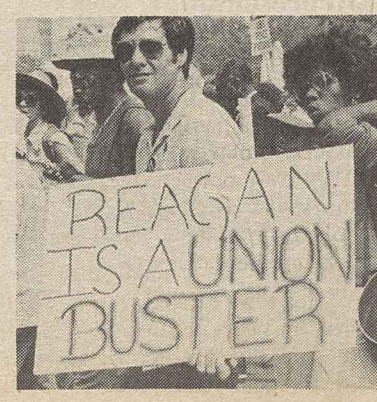
The theme of the day-long march and rally this year, "We Still Have a Dream," echoed the historic speech delivered at the 1963 march by Martin Luther King, Jr.

Coretta Scott King, widow of the slain civil rights leader, led a coalition of civil, social and human rights groups—including organized labor—in staging this year's demonstration. It reminded the nation that the human, social and economic dreams of many Americans are still unachieved and to protest government policies that slash human values from the federal agenda and seek to turn back the clock on progress.









Bell workers return to jobs, vote on pacts

Telephone operators and technicians went back to work at AT&T facilities after management dropped demands for concessions in local bargaining.

The workers—over 700,000 of them represented by the Communications Workers, the International Brotherhood of Electrical Workers, and the unaffiliated Telecommunications International Union—began trickling back Aug. 28. By the end of the week, all but an estimated 600 had returned to their jobs.

Their return to work ended a strike that began Aug. 7, when AT&T's old contracts with the unions expired, with wages and job security the central issues.

The only workers still on strike were yellow pages sales people in southern California and in the mountain states represented by IBEW locals 2139 and 1269.

Agreement on national terms came on Aug. 21, when the unions won tentative three-year settlements providing an estimated 16.4-percent pay increase over the life of the pacts and improvements in job protections and skill training programs.

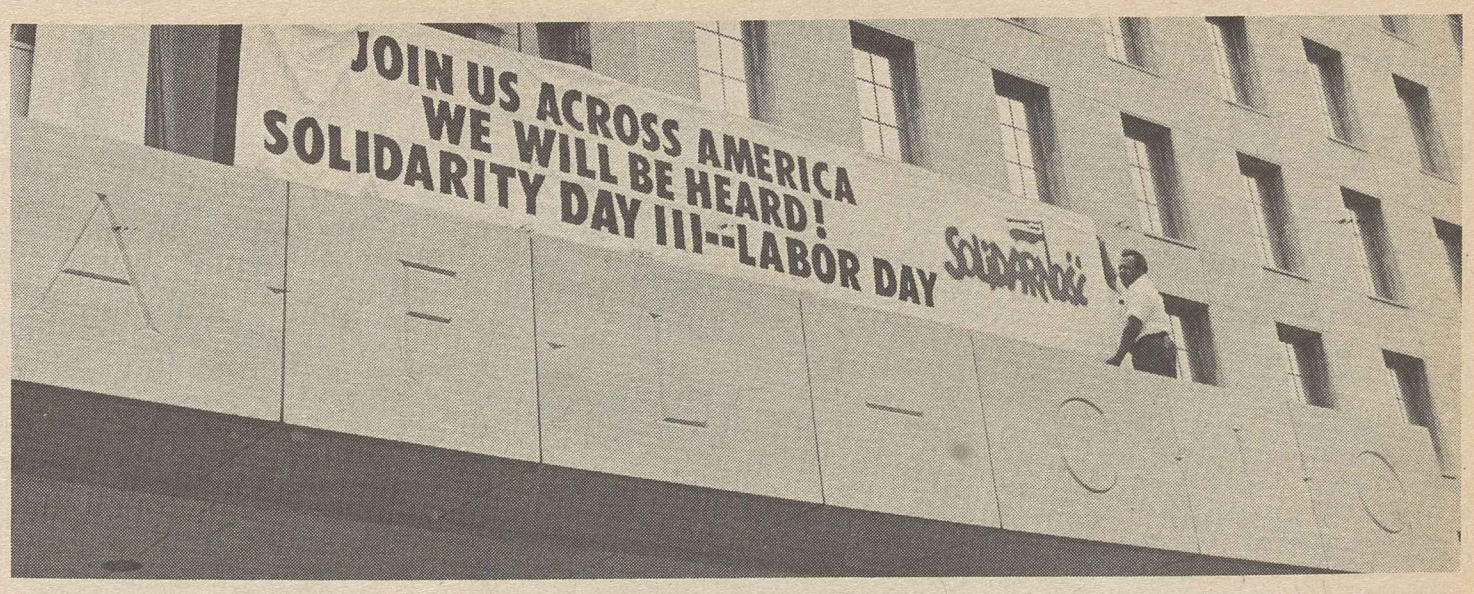
Retraining programs

Under the national accord, workers will receive a maximum wage increase of 5.5 percent in the first year and a maximum raise of 1.5 percent plus cost-of-living adjustments in both the second and third years. Job security provisions include a company-financed training and retraining program to be run by the unions.

CWA represents most of the Bell System employees, about 525,000, with IBEW representing some 150,000, and the Telecommunications Union 50,000.

IBEW's 40,000 members at Western Electric, AT&T's manufacturing arm, were the first to approve the new local agreements. At membership meetings on Aug. 28, they ratified all of the union's 22 local agreements with the company by wide margins. IBEW's operating company employees are to vote by Sept. 17.

CWA will allow six weeks for its members to vote. The union said it needs the time to distribute copies of both the national and local agreements. Results of the ratification vote are expected by Oct. 8.



Banner at AFL-CIO headquarters heralds events planned for Labor Day—Solidarity Day III—in more than 150 cities.

Solidarity III events recall spirit of early Labor Day celebrations

Continued from Page 1

was designated by the AFL-CIO Executive Council as the kick-off for nationwide grass-roots political action that will lead to the election of labor-endorsed candidates in the 1984 elections.

Kirkland stressed that while workers play an energetic role in politics as individuals and through their unions, recent political lessons have shown that labor has to "speak up and exert what influence we can in the initial choice of candidates," or else workers may be deprived "of a clear and meaningful choice in the voting booth."

That need impelled the AFL-CIO to work toward a unified pre-primary endorsement of a Democratic presidential candidate, Kirkland said.

He explained that the selection, if any is made, will come about by balloting at the meeting of the AFL-CIO General Board on Oct. 1, and that the results will be subject to the approval of the AFL-CIO convention that follows.

But he underscored that the AFL-CIO "makes no claim, has no power, and no wish to 'control' or 'deliver' the votes of any of the millions of proud and free working men and women who comprise our membership."

"We treasure a society in which no force in the land can dictate the manner in which any person exercises the rights and duty of the ballot," Kirkland said.

What the AFL-CIO does seek, he said, is to reflect faithfully the wishes and interests of union members.

AFL-CIO Sec.-Treas. Thomas R. Donahue, in his Labor Day/Solidarity Day III message, said the holiday is a good time to review the benefits and progress organized labor struggled to win for all working people, not just union members, in a century of progress.

Workers' gains

Decent wages, fair hours, paid vacations, insurance plans, pensions, safety and health protections and more "were won by unions . . . workplace by workplace, contract by contract, until they too came to be provided as a matter of course by union and non-union employers alike," Donahue said, adding that American labor has always looked beyond the workplace as well "in pursuing the goals of a just, fair and open society."

Trade unionism has been "the prime driving force in a broad variety of social and economic changes that have transformed life in America for all its citizens," raised the dignity of workers and increased the rewards of work, Donahue asserted.

These efforts have not run their course, he said, especially in light of changes today that are transforming the nature of work, "wiping out old ways, mechanizing and automating old occupations, opening new and largely unexplored territories of human activities."

Organized labor's task is to see to it that science and technology are used to create, not destroy jobs, and to "liberate and amplify the human potential, not to diminish it," Donahue said.

He observed that the future of work in America is a cloudy picture, but the potential already exists "to create security, abundance and limitless opportunity for all our citizens."

Donahue stressed, however, that the potential has to be backed up by a clear national consensus that makes creation of job opportunities the nation's number one priority.

Focusing on jobs

The need for jobs—today and in the future—was also the focus of Labor Day statements by leaders of AFL-CIO constitutional departments.

Building & Construction Trades Dept. President Robert A. Georgine pointed in his message to the continuing deep depression in the construction industry where one of every four workers remains jobless and many are facing financial and emotional crises.

Georgine was critical of employers and politicians using the calamity in the construction industry "to further their own destructive purposes" with attacks on wages and standards.

Jobs are the first priority of the building trades unions, he stressed, adding that through the unified action and strength of union membership, workers have a greater chance of not only finding badly needed work, but also of influencing vital social and economic policies that will lead to more jobs.

Industrial Union Dept. President Howard D. Samuel scored the Reagan Administration for bringing on "an unnecessary depression, the worst since 1932."

The economic chaos "accomplished nothing and demonstrated only that the present government is completely lacking in economic understanding and human compassion" that is leaving in its wake "a residue of critical disruption and unemployment which can only be changed by a more compassionate government," Samuel said.

He called for creation of a comprehensive industrial strategy to revitalize American industry and create jobs, but he warned that creation of such a program "is too important to be left to government alone." Policy should be developed by a partnership of business, labor and government, Samuel urged.

Labor Day messages also were issued by leaders of the nation's religious faiths, and again the emphasis was on jobs.

Jobless rate 'intolerable'

Claire Randall, general secretary of the National Council of the Churches of Christ, said the current high level of unemployment "is intolerable because it robs individuals of their right and obligation to serve the community . . . robs society of productivity . . . and robs humanity of justice."

Bishop Mark J. Hurley, chairman of the Committee on Social Development & World Peace of the U.S. Catholic Conference, pointed out that in the midst of current stirrings of economic recovery, "it is more important than ever to talk about unemployment" and to recall that for 10 million jobless Americans, "the recovery has not occurred," and this amounts to "a human and social tragedy of immense proportions."

Rabbi Herbert M. Baumgard, vice president of the Synagogue Council of America called the right of workers "to organize to demand their share of industrial and agricultural production" a blessing enjoyed by Americans, and he noted that the teachings of the Bible are clearly supportive of those "who seek better working conditions for all laborers so that that which is human, spiritual, in us may be further developed."

California court ruling backs public employee union rights

Sacramento—A local government may not revoke a union's certification and fire its members as sanctions for strike activity, California's highest court ruled.

In a decision involving Local 1245 of the International Brotherhood of Electrical Workers, the state Supreme Court ruled that the union was entitled to an order compelling the town of Gridley in the Sacramento Valley to meet and confer with the workers. The court also remanded the case with instructions to determine what relief the workers should get.

While the ruling relates directly only to the Gridley workers, the decision apparently invalidates ordinances in counties and cities throughout California that now permit revocation of recognition as a sanction for a union walkout.

Representation revoked

Five years ago, all 18 employees of Gridley's public works, fire and finance departments struck the local government following a breakdown in negotiations over a new collective bargaining agreement. The town notified the union it regarded the strike as illegal and immediately revoked the union's certification as bargaining representative.

The town's labor relations officer notified the workers that they would be fired if they did not return to work at their next regular shift. The town council met in emergency session and voted to terminate the employees. The following day, the union notified the town that its members would return to work, but the town refused to reinstate them.

The revocation and firings were upheld by the Butte County Superior Court. On appeal, the Supreme Court said it found that nothing in the state labor relations law authorizes a unilateral termination of a public employer's obligation to meet and confer with the union.

"In view of the fact that the city's policy of revoking union recognition as a sanction for strike activities interferes with both the policies and purposes of the Act, we conclude that it is impermissible," the court said.

The court said that the main purpose is to protect the rights of public employees to join unions and to participate in union activity.

"It seems clear," the court said, "that the legislature did not intend to grant local agencies the power to adopt substantive rules that would interfere with employee choice."

The guiding principle of the statute "insofar as recognition of employee organizations goes is employee choice," the court added. "The action, revoking recognition of the union, was inconsistent with that principle."

Convention travelers urged to check airlines

Airline unions are advising delegates who plan to travel by air to the AFL-CIO and department conventions in Florida at the end of the month to "look for the union label" when booking transportation.

The unions point out that New York Air, a carrier spun off by Texas International Airline specifically to avoid its union contracts, remains on the AFL-CIO "do not buy" list.

The AFL-CIO has advised that special discount air fares are available to convention goers. For information, call 800-327-8670, CVN #13111. In Florida, call 800-432-2533.

Unions score 3.5% federal pay raise cap

Continued from Page 1

The reaction of the American Federation of Government Employees, the largest of the unions in the federal sector, was equally sharp. The union, which Blaylock also heads, said the proposed increase—rather than a one-year pay freeze as the President had first recommended last January—was intended "to make up to federal workers for past humiliations."

"We've watched him try to patch up his relationship with women and Hispanic voters," the AFGE statement said. "Now he is trying to butter up federal workers with a puny 3.5-percent pay raise—delayed from the normal Oct. 1 date to Jan. 1, which, incidentally, actually makes it a 2.6-percent raise."

Reagan changed his tune about giving workers any raise at all next year "because recovery is moving at a faster pace than predicted in our budget calculations," a White House statement said. It called the 3.5-percent figure "a modest increase."

The President's new proposal falls far short of the 21.5-percent pay increase the Bureau of Labor Statistics recently concluded would be necessary to bring federal employee pay levels up to private industry levels for the same work.

Under the 1970 Federal Pay Comparability Act, federal salaried employees are supposed to get pay adjustments each October to keep their salaries on par with private industry workers doing similar work. The law gives the President the authority, on the basis of "national emergency or economic conditions affecting the general welfare" to propose an alternate plan.

Congress considering a budget bill that would give federal civilian workers a 4-percent pay boost in January. If approved, this would supersede Reagan's plan for 3.5 percent.

Federal workers and their unions, already shorted in previous years by Reagan, were angry about the President's recommendation. As the AFGE statement pointed out, the workers "won't forget in 1984 that it should have been five or six times as much."

Blaylock said that when the new 1.3-percent Medicare tax on federal workers is taken into consideration, plus astronomical increases in federal employee health plan premiums, federal employees will actually go home with a cut in pay if the wage increase is limited to just 3.5 percent.

State AFL-CIO convention delegates picket Montana Power Co. office in Butte to protest company's use of non-union, out-of-state construction firm.

Montana delegates protest non-union work on pipeline

Butte, Mont.—Delegates to the 27th annual Montana AFL-CIO convention condemned the anti-union stance of the Montana Power Co. which is building a 197-mile, $25 million natural gas pipeline across the state using a non-union contractor who is importing workers and illegal aliens for the job.

The non-union Haines Co., hired in mid-July for the pipeline project, brought in unlicensed security guards armed with submachine guns and attack dogs, delegates charged. On Aug. 5, a state court ordered the company to hire only licensed guards.

The convention was told of a picketline confrontation where a Haines employee was charged by police with throwing a lighted stick of dynamite at a group of pickets and another was charged with firing a gun. One union picket was charged with cutting a barbed wire fence. Charges against the company personnel were later dropped, while the charge against the union picket is still pending.

Under this year's convention theme, American Labor at Its Best, the delegates adopted resolutions supporting the need for right-to-know legislation on toxic substances and for electing labor-endorsed candidates to Congress and state offices. Other resolutions assailed the effects of Reaganomics, high unemployment and a revived drive for "right-to-work" action in the legislature.

Needed industrial policy

AFL-CIO Sec.-Treas. Thomas R. Donahue told the convention delegates, "We see conditions of labor surplus in the most industrialized nations for long years ahead and we need to address that problem through the development of a national industrial policy and a sound trade policy."

Donahue said that "one of the causes of the condition of a labor surplus in the United States is our acceptance of the idea that free trade is good and protectionism is evil. The fact is the United States is the most open economy in the world and that fact has had a heavy negative impact on domestic employment."

Sen. Max Baucus and Rep. Pat Williams, both Montana Democrats, cited the failures of Reaganomics, how "recovery" is passing over the poor, the need to lower interest rates and deficits, and the need for jobs for everyone.

Other speakers included Gov. Ted Schwinden, Vice President Henry Bechtholdt of the Cement, Lime & Gypsum Workers, Earl McDavid, AFL-CIO Union Label & Service Trades Dept., and Executive Director Mike Arnold, Human Resources Development Institute.

State federation President Jerry Driscoll and Vice President R. Nadiean Jensen were re-elected to their second terms and Executive Sec.-Treas. James W. Murry was re-elected to his eighth term.

New executive board members are Ernie Koepke of the Operating Engineers and Julie Holzer of OCAW.

Murry conducted a workshop on "The Image of the Labor Movement," and state COPE Director Don Judge held a workshop on the 1984 election plans. A workshop on how the Job Partnership Training Act works was conducted by Candy Brown of the Human Resources Development Institute, Rusty Harper of state federation technical assistance and training department and David Hunter, state commissioner of Labor & Industry.

UAW asks court to compel standard on formaldehyde

The Auto Workers asked a federal district court in Washington to order the Occupational Safety & Health Administration "to take immediate steps" to limit worker exposure to formaldehyde.

In seeking a summary judgment on formaldehyde, the UAW charged that OSHA has ignored scientific evidence, including opinions expressed by its own technical staff, that formaldehyde poses a "grave danger" to workers at current exposure limits.

The union said that OSHA's own risk assessments estimate that as many as one of 100 workers could get cancer at current formaldehyde exposure limits.

UAW President Owen Bieber said the union believes that "the current OSHA leadership has illegally reversed the established policies of all previous Administrations by refusing to take any action to limit formaldehyde exposure."

More than two years ago, the UAW and 13 other unions had petitioned OSHA for an emergency temporary standard lowering permissible workplace exposure to formaldehyde. OSHA rejected the petition in January 1982.

In August 1982, the UAW and the American Public Health Association asked the U.S. District Court in Washington to force OSHA to take action on an emergency standard and to release internal documents on formaldehyde research.

As a result of the suit and a Freedom of Information Act request by the UAW, OSHA agreed to turn over more than 400 documents last spring.

Administration inaction

Bieber said "the record, including the documents OSHA originally withheld, shows that the Administration has consistently refused our request for action to protect workers from this chemical, and that this decision came from political appointees with no scientific training or experience."

"We hope the court will tell OSHA to fulfill its legal responsibilities," Bieber said.

According to UAW estimates, some 1.5 million workers are exposed to formaldehyde, which is used in foundries and the plastics, textile, paper, health care and chemical industries. Formaldehyde has been shown to cause cancer in laboratory rats and is "strongly suspected of posing a cancer risk to people," the union said.

Economy sets slower pace for recovery

Signs of a leveling off in the recovery from the two-year Reagan Recession showed up in government reports on future economic trends and in new orders for factory-made goods.

The Commerce Dept. reported its index of leading economic indicators climbed just three-tenths of 1 percent in July, the smallest gain in a year.

The gain was the 11th straight monthly rise in the index. The strong economic growth the index foreshadowed early in the year came true shortly afterward in the second quarter. But now the leading indicators suggest the economic recovery pace will slacken toward the end of the year.

Separately, the department announced that new factory orders fell 1.7 percent in July, suggesting that the recent rapid rise in output and employment may slow. July's slowdown in orders followed a strong 7-percent surge in June. The orders in July determine the goods that will be shipped in the next few months, and influence the number of factory workers needed.

Seven of the 11 indicators that make up the department's composite index were positive in July—the length of the average workweek, initial claims for state unemployment benefits, orders for consumer goods, building permits, stock prices, money supply, and outstanding credit. All of the improvements were relatively modest.

The indicators that were negative were orders for factory goods and equipment, formation of new businesses, and prices of raw materials. One indicator remained unchanged, the pace of deliveries.

Earlier signs that the recovery is weakening appeared in government reports that housing starts, home sales, and retail sales all declined in June and July.

Labor Dept. hit on bid to drop ban on scab referrals

Continued from Page 1

abolish a requirement almost as old as the statute itself, without a word of explanation or even a note that the language was being dropped.

Seidman pointed out that the deletion is not legally authorized or justified since the changes that JPTA does make in the Wagner-Peyser Act do not alter the section of the law that relates to job referral practices.

The ETA's excuse that significant changes in the law justify the rescinding of old regulations and institution of new ones does not support its own actions since no new law was made in this case, Seidman explained.

No precedent

On top of the fact that nothing Congress did in 1982 calls for a change in these regulations, the proposal doesn't meet other tests for regulatory change, Seidman charged.

He pointed out that the California Supreme Court more than 20 years ago specifically had upheld the present ban on strikebreaking referrals.

And as recently as last June, the U.S. Supreme Court held that when an agency proposes to dump an established rule, it must justify that abandonment fully and "supply a reasoned analysis for the change," Seidman pointed out.

In the same decision, he noted, the high court stressed that "the forces of change do not always or necessarily point in the direction of deregulation." The court added: "There is no more reason to presume that changing circumstances require the rescission of prior action instead of a revision in, or even the extension of, current regulation."

PED study finds

Most people worse off under Reagan policies

Continued from Page 1

$200,000 a year, then you're probably better off now than before President Reagan took office," PED President Kenneth Blaylock said. "But if you're an average working American, then you're probably worse off."

Except for two of the cities surveyed—Los Angeles and Minneapolis—households did not see a net reduction in their combined federal and state tax burdens until at least the $75,000 level. Families earning around $15,000—the hardest hit category—saw tax increases ranging from $236 in Mississippi to $685 in Wisconsin.

Mayor Richard Hatcher of Gary, Ind., who joined Blaylock and Sweeney at a news conference on the study's findings, said that the funding cutbacks in many states and localities are forcing governments to cut basic municipal services and, in some cases, to assess user fees.

Funding shift

"I believe that President Reagan believes in government spending as well as the next guy," Hatcher said. "The truth is it's just a question of where that money is going to be spent, and there's been a perceptible, clear shift of those funds away from many domestic problems . . . to the military budget, and to these unconscionable, so-called tax cuts for the wealthy."

The 130 delegates to the two-day convention heard from other government representatives as well as from leaders in the labor movement. They also acted on a number of resolutions and elected officers for another two-year term. The member unions of the PED represent postal, state, local, and federal workers nationwide.

In an address to the delegates, AFL-CIO President Lane Kirkland called Reagan "the most conservative President within living memory" and charged that Administration policies are benefiting the rich at the expense of the poor.

"He and his imitators at the state and local level hold that diverting public funds into private hands ensures that they will be spent wisely and prudently—after allowing for a fair profit, of course.

Senseless argument

"They preach that work done by people on private payrolls is done better and more efficiently than work done by people on public payrolls. That argument is senseless on the face of it. The work of government on every level is carried out by the same sort of people, no matter whether the paychecks are signed by public officials or private contractors."

In a report on activities since the department's 1981 convention, Blaylock said the PED had made great strides since restructuring itself two years ago. Much of its success, he said, is due to Reagan's election.

"If ever there was a person, an ideology, or a cause that has unified America's public employee unions it most surely has been Ronald Reagan and everything he represents," Blaylock said. "We thank him for shaking us out of our complacency."

Other speakers were Rep. Paul Simon (D-Ill.), chairman of the House Subcommittee on Post-Secondary Education; Rep. Michael Barnes (D-Md.), chairman of the Federal Government Services Task Force, a congressional advisory panel on rights of federal workers, and President Gary Eads of the Air Traffic Controllers.

Delegates re-elected by acclamation Blaylock, Sweeney, PED Sec.-Treas. Albert Shanker, Executive Vice President Vincent Sombrotto, and nine vice presidents.

Resolutions

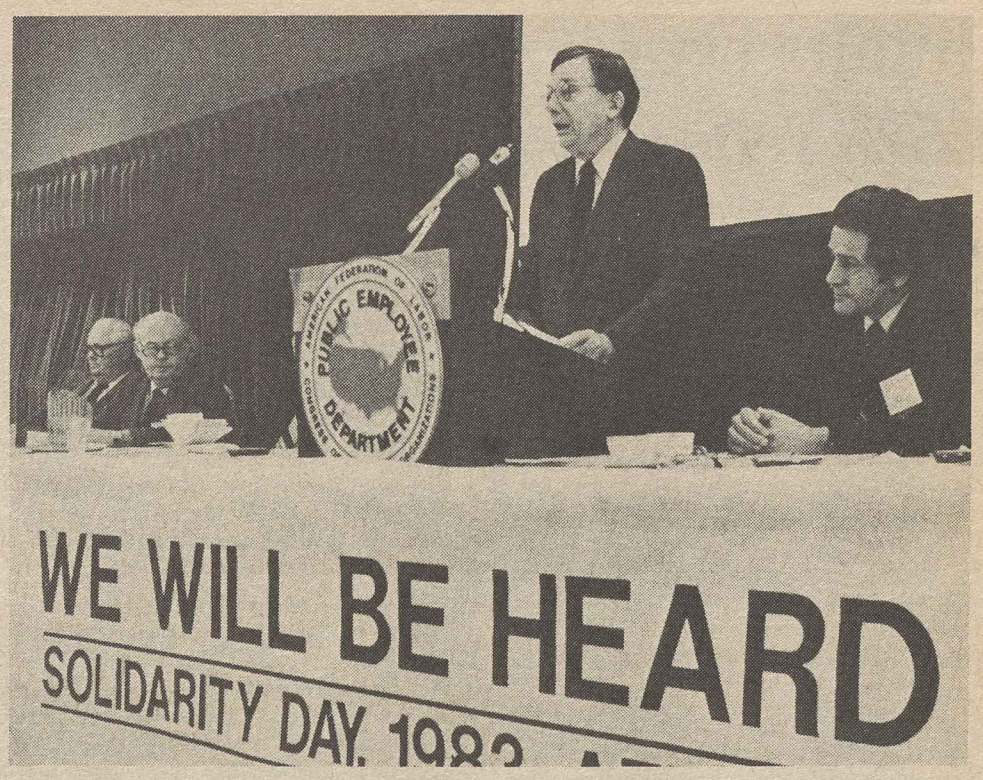
Among the 56 resolutions acted upon by the convention were measures to extend the protections of the Occupational Safety & Health Act to public employees, restore fairness to the nation's tax system, extend coverage of the National Labor Relations Act to state and local public employees, give public employees the right to bargain collectively, put an end to the contracting out to private firms of work that has been traditionally performed by public employees, and establishment Martin Luther King's birthday as a national holiday.

1 in 4 workers now a college graduate

College graduates now make up nearly a quarter of the civilian work force, compared to just 16 percent a decade ago. This is due in part to the influx of a record 1.4 million college graduates over the year ending last March, according to the Bureau of Labor Statistics.

Occupations of workers with college and high school degrees vary greatly, BLS said. Two-thirds of those in the age 25-64 group with college degrees were in managerial or professional specialties, with women concentrated in professional specialties such as nursing and teaching and men more equally divided between professional specialties and executive, administrative and managerial occupations.

Male high school graduates were in precision production, craft and repair occupations or were operators, fabricators or laborers, while female workers with high school diplomas were in technical, sales, and administrative support jobs.



AFL-CIO President Lane Kirkland addresses Public Employee Dept. session.

Administration deals seen undermining Polish workers

The AFL-CIO scored the Reagan Administration for its dealings with the Polish communist government and the Soviet Union at a time when Poland's workers are commemorating the signing of the historic Gdansk agreements that gave birth to the Solidarity trade union movement.

In a statement issued Aug. 31, the third anniversary of the agreements, Federation President Lane Kirkland noted the date is of "special importance" to the AFL-CIO and to workers around the world.

"Unfortunately, in Poland the anniversary is marked by continued suppression of worker rights in defiance of that August 1980 agreement," he said.

"Unfortunately, in the United States the Administration sees fit to mark the August 31 anniversary of the Gdansk agreement by pledging an uninterrupted six-year supply of grain to the Red Army, by providing the Soviets with pipelaying equipment for the Siberian gas pipeline, and by permitting the rescheduling of Poland's debt.

"The President's actions are bad enough. His sense of timing is atrocious."

In Poland, the underground Solidarity issued a statement calling for a two-hour boycott of all public transportation as a common worker protest over the suppression of the independent trade union.

"Let us show that Solidarity lives," the Temporary Coordinating Commission of the banned union declared. "Let the streets be ours." The underground leaders called the lifting of martial law in Poland earlier this year "just a propaganda ploy, an attempt to deceive Polish society and international public opinion.

"It was intended to induce the United States to extend credits and to lift sanctions. In reality, the previous limitations on civil and worker rights are maintained and new regulations put social life under tighter government control."

Many still jailed

While welcoming the release from prison of some Solidarity members, the underground leaders noted that many union activists are still in prison, and they promised to continue the struggle for freedom.

"Polish society still fights for the fufillment of those (Gdansk) agreements and for the program of the 21 demands: the right to form free trade unions, to strike, freedom for political prisoners, decent working and living conditions, freedom of speech, and curbing police lawlessness."

Ogden Fields dies at 73, retired NRLB official

Ogden W. Fields, who retired as executive secretary of the National Labor Relations Board in 1972, died at the age of 73. He came to the NLRB in 1941 after service with several New Deal unemployment relief programs and served as an arbitrator after his retirement from the government.

A memorial service will be held on Sept. 11 at 2 p.m. at the Dorothy Betts Marvin Theater in the Marvin Center of George Washington University, 800 21st St., N.W., Washington, D.C.

Education fund cuts belie White House claims

President Reagan's pro-education rhetoric doesn't match the reality of his neglect of the nation's public education system, the AFL-CIO Public Employee Dept., charged at its sixth biennial convention.

In a report titled "The Three R's: Reagan, Rhetoric and Reality," the department accused the President of misleading the public as a supporter of better schools and noted that federal aid to education has been cut in each of the nation's 435 congressional districts since he took office.

The study said that under Reagan cuts in federal spending amounted to almost 18 percent of the money that would have been needed, with inflation factored in, to maintain service levels voted by Congress just before the 1980 elections.

In releasing the report, PED President Kenneth T. Blaylock recalled a comment by Education Sec. T. H. Bell last spring that anyone questioning Reagan's support for education hasn't looked at the record.

"Since that time, we have taken a long, hard look at President Reagan's education budgets," Blaylock said.

"In light of his budget cuts, plus his attempts to dismantle the U.S. Dept. of Education, we can only conclude that he is the most anti-education President this country has ever had."

Teachers President Albert Shanker, who is also PED secretary-treasurer, told a news conference the report "shows clearly that despite making speeches in favor of excellence in education the President has been anti-education. If he had done the same thing to defense that he did to education, the United States would not be a free country today."

Long-term setback

Rep. Paul Simon (D-Ill.), who chairs the House Subcommittee on Post-Secondary Education, told reporters that Administration cuts in aid to education have severely set back the nation's educational system.

"Under this Administration, the economy has bottomed out and so have the schools. But it may take years longer for the schools to recover," Simon said.

The union report covers two major education programs—Chapter I (formerly Title I), aimed mostly at children of low-income families, and Vocational & Adult Education.

The report said that reduced spending for the education program for disadvantaged children denied special services to 800,000 in fiscal year 1982 and to 750,000 in the current fiscal year. Net budgets for federal aid in vocational and adult programs have been cut by about 20 percent over the past two years, the study also observed.

The study raises sharp questions about Reagan's attempt to portray himself as the champion of American education.

"He claims to be 'wholly in support' of the recommendations of the National Commission on Excellence in Education, yet he rejects the strong federal role in education that the commission recommends," the PED report observed.

"He vows not to rest 'until every American who wants a job not only can find one but has the skills to get one,' and says, 'our vocational classrooms are just as important as any other'; yet he attempts to gut the vocational and adult educational programs."

The President has "discovered" education just in time for the 1984 election campaign, the PED declares in an introduction to the study. He has embraced the "back to basics" theme of the report of the National Commission on Excellence in Education as his own.

Calculated coverup

"But this crusade is a coverup," the PED charged. "It is designed to shift public attention away from his own abysmal record in the area of federal aid to education toward areas where he can speak with more openness and candor—areas in which the federal government plays no formal role, such as teacher pay, the length of the school day, and graduation requirements for high school students.

"If education has become a political football, it's because the President has made it one. He has kicked off the debate, and we do not intend to sit idly by on the sidelines."

By analyzing the Reagan record, voters will be able to separate rhetoric from reality and make informed judgments next year at the polls, the PED study observed.

Kirkland on Labor Day

Workers seek rightful political role

By Lane Kirkland

For a dozen years before the Congress got around to declaring Labor Day a national holiday, it was the property of working people.

Workers themselves conceived it, proclaimed it and celebrated it—first in New York City in 1882, then all across the land—without waiting for official sanction.

If they had waited for their government, of its own volition, to notice and pay honor to the contributions that America's working men and women make to their country, chances are that the first Monday in September would still be just another working day.

Ever since Congress ratified our initiative in 1894 by extending the Labor Day holiday to all our fellow citizens, office holders from the President on down have marked the occasion by issuing public statements attesting to the dignity of labor and the social and economic contributions of those who work for a living

These once-a-year statements of appreciation would be welcome if they were matched by some indications of concern on the other 364 days of the year.

This is the third year in a row that Labor Day statements from the White House have sounded empty and false to our ears. And therefore, this year we have taken back our holiday and renamed it Solidarity Day III, which workers are celebrating in their own way, in their own communities, from coast to coast.

Source of strength

Working people don't need to be told that their work is the foundation of the nation's economic, industrial and military strength, or that they themselves are the source of its moral strength and social stability, or that they have an important role to play in securing the future, in protecting human rights and in promoting the democratic ideals of equal rights, equal justice and equal opportunity here at home and throughout the world.

They know it. They have been fighting for these things not just one day a year, but every day for more than a century. Through united, collective action at the bargaining table, in the legislatures and in the community, they have helped to break down the barriers of race, sex and age discrimination. They have promoted quality health care and quality education for all citizens. They have fought to secure decent housing, decent education, decent jobs for everyone able and willing to work, along with security and dignity for those who are no longer able to work.

Nobody pretends that we have succeeded in reaching all of our goals or fully succeeded in any. But we have made something more than a clearing in the wilderness. And we do not intend to stop until we have created the healthiest, best educated, most creative and most productive society that it is possible for human beings to achieve. Until then, we won't quit. And that is the message of Solidarity Day.

The beginning

You may remember the first Solidarity Day, two years ago, when a half-million trade unionists streamed into the Mall in Washington to protest the policies by which the Reagan Administration was attempting to reverse the progress our country had so far made toward that goal.

On Solidarity Day II—Election Day last year—we marched again, not just to protest against economic and social policies that we perceived as unfair, but to change those policies by electing political leaders who shared our views.

Since then, we have worked hard to build our solidarity, and the parades, picnics, rallies and demonstrations that are taking place on Solidarity Day III are one measure of how well we are succeeding.

Another, and more important, measure of labor's solidarity is taking shape in the process through which we are deepening and broadening our role in the nation's political life.

To exercise labor's rightful role in the political process, it is necessary to speak up and exert what influence we can in the initial choice of candidates. Nor can we afford to enter the candidate selection process—the presidential primaries, caucuses, and party convention—with our forces fragmented and divided.

Therefore, the AFL-CIO in May 1982 embarked on an effort to see if our 96 affiliated unions can achieve the solidarity that we need to make the most of our resources by uniting behind the one candidate they would most like to see win his party's nomination and secure a place on the ballot in the 1984 election.

The test of our ability to unite will come in four weeks, at a meeting of the AFL-CIO General Board, representing all of our affiliated unions. If any presidential candidate can succeed in winning two-thirds of the votes cast at that meeting, the General Board will recommend to the full convention of the AFL-CIO, which convenes a day or two later, that he receive labor's endorsement. Again, a two-thirds majority vote will be necessary.

In preparing to reach the best and most responsible decision they can, our unions have been studying the records and exploring the differences among all of the rival candidates. Each of the Democrats has appeared before the AFL-CIO Executive Council and before the delegates to the conventions of our affiliated unions.

Members' preferences

All of those unions have presented the claims of the candidates to their rank-and-file members in their local unions. They have done their best, through a wide range of methods, to ascertain the reactions and the preferences of their members to make sure that when they come to the General Board meeting and the convention, they will know with as much certainty as possible which candidate really has the broadest and deepest degree of support.

Within some unions, the process of determining the views of union members has been completed. In others, it will continue until the General Board convenes. While the news has been filled with guesswork about the outcome, the question is open until the votes are cast.

The AFL-CIO makes no claim, has no power, and no wish, to "control" or "deliver" the votes of any of the millions of proud and free working men and women who comprise our membership. We treasure a society in which no force in the land can dictate the manner in which any person exercises the rights and duty of the ballot.

We wish, rather, to fully reflect, in the political endorsements and activities of the AFL-CIO, the wishes and the interests of the members as faithfully, as vigorously, and as effectively as possible.

Guidance to COPE

What the AFL-CIO endorsement does is to instruct and enable the national, state and local resources of labor's Committee on Political Education—COPE—to work on behalf of the endorsed candidate in all of the primaries and caucuses and, if he wins his party's nomination, right up until election day.

If no candidate succeeds in winning 66⅔ percent of the votes cast at next month's General Board meeting and convention, that machinery cannot be used. We will be forced once again to sit on our hands until after the parties have completed their candidate selection process, a few short months before the election itself.

Whatever the outcome, labor's movement into the earliest phases of political action has already had important results. Candidates have been paying closer attention than ever before to the views, needs and hopes of working people. Union members have had opportunities to size up candidates face-to-face and to base their political perception on first-hand knowledge. That is good for workers and candidates alike, and good for the democratic political process.

It is a good start. Next year and in all the years to come, we look forward to developing and refining the capabilities of workers and their unions for full participation in our country's political life at every level. And that will be good for the whole United States.

Donahue on Labor Day

Job creation must be America's first priority

By Thomas R. Donahue

All Americans, including those who may not be conscious of their debt to America's unions, enjoy a great many union benefits. One of them is Labor Day.

Only after years of effort by the labor movement was the stage set for Congress to declare it a national holiday and extend it to everybody who worked for a living, whether they belonged to unions or not. From the start in 1882 until Congress acted in 1894, the Labor Day campaign took exactly 12 years.

It was about the same time that unions and their federation launched the struggle for the eight-hour workday, which took much longer to win.

In the 1880s, few Americans worked less than 10 hours a day, 6 days a week, and many worked 12 or even 14 hours. Miners, for example, never saw the sun, except on Sunday.

But year by year, workplace by workplace, industry by industry, union members began to revolutionize American life, to broaden the margins of their lives and to gain precious hours for civilized family life and social life.

Unions' mark on history

All the time working hours were going down, wages were going up, and those wage increases, too, carried a union label. For the first time in history, working people became able to buy the things they made and to own the homes they lived in. For the first time, they had free personal time to use and enjoy these things.

None of this came easily. Some employers saw the justice of the unions' claims and the value of the new mass markets created by higher mass purchasing power and the democratization of leisure. Others fought tooth and nail against the view that those who do the work of the world have a right to share in the good things that their work creates, and a right to vote in the terms and conditions under which work is to be done.

40-hour workweek

It took a little more than a half-century of endless organizing, patient negotiations and a great many bloody confrontations with hired strikebreakers and the private armies of anti-union employers before our unions succeeded in establishing the 5-day, 40-hour week as standard in American worklife.

Only in 1938 did the Congress move to make it universal and to establish the first federal minimum wage that guaranteed a subsistence to full-time adult workers in even the humblest occupations.

Practically all employer-paid benefits, like paid vacations, life and health insurance, pension programs, safety and health protection on the job, were won by unions in exactly the same way—workplace by workplace, contract by contract, until they, too, came to be provided as a matter of course, by all employers.

By raising the dignity and increasing the rewards of work, unions have repeatedly pressed industry along the path of innovation and change, placing more and more horsepower at the service of manpower, putting more and more powerful tools in the hands of a more and more highly skilled workforce.

For better or worse, we are what we do. It is through our work that we define ourselves and give shape and direction to our lives. It is by our work that we are measured by others, even more than by age, sex or color.

That's why the question is asked of a child, "What do your parents do?" usually followed by, "What do you want to be when you grow up?"

How those questions are answered governs the largest part of our lives, establishes our place in the community, and, often, the length and content of our obituary.

Since work is central to human life and civilization, it ought to be the highest goal of every society to see to it that its citizens have a chance to work, to make or do something useful and of value to others. And this is the greatest challenge that faces America today.

Future of jobs

The continuing revolutionary changes that the labor movement has helped to bring about are transforming the nature of work, wiping out old ways, mechanizing and automating old occupations, opening new and largely unexplored territories of human activity.

Our task is to see that the unimaginably powerful new tools of science and technology are used to liberate and amplify the human potential, not to diminish it.

In terms of technology and potential productivity, America's future is clouded. Everything we need to create security, abundance and limitless opportunity for all our citizens is already in place or on the horizon. But unless we have a national consensus which will require that that technology is used to create jobs and not to destroy them, unless we see the need to make the creation of jobs as our highest national priority, and a proper measure of corporate performance, our vaunted technological capabilities are likely to result in fewer, not more, jobs.

Top priority

All we need is a clear consensus that job creation is the number one priority of America. Those who don't see this need are, in spirit, the same people who said that labor did not deserve a public holiday, who fought against the 40-hour week, and who are today striving to reduce federal support for education, public health, and all the rest of the constructive programs that the labor movement has fought for.

If they had prevailed, today would be just another workday and the work of the world would still consume all the waking hours of millions of second-class citizens, under-educated, under-paid and without hope of wider horizons for themselves or for their children.

We have not yet succeeded, in America, in bringing democracy to all of life's dimensions. But democracy is something more than a word in the dictionary because the American labor movement has never stopped fighting to make it a reality.

While life lasts and the breath is in us, we never will.

Happy Labor Day—and happy Solidarity Day—to you all.

EDITORIALS

Rewarding Oppression

AUGUST 31 is an anniversary of special importance to the AFL-CIO and to workers around the world—the third anniversary of the 1980 signing of the Gdansk agreement with which the Polish government recognizes Solidarnosc as a free trade union representing Polish workers.

Unfortunately, in Poland the anniversary is marked by continued suppression of worker rights in defiance of that August 1980 agreement.

Unfortunately, in the United States the Administration sees fit to mark the August 31 anniversary of the Gdansk agreement by pledging an uninterrupted six-year supply of grain to the Red Army, by providing the Soviets with pipe-laying equipment for the Siberian gas pipeline, and by permitting the rescheduling of Poland's debt.

Lest anyone mistake the grain agreement as a narrowly commercial transaction, Agriculture Secretary John R. Block went out of his way to describe the pact as "an early building block in the effort to build a more stable and constructive relationship" with the Soviets and to describe as "distasteful" President Carter's restriction of grain sales to the Soviets after their invasion of Afghanistan.

PRESIDENT Carter imposed controls on the sale of pipe-laying equipment to the Soviets in response, in part, to the jailing of Anatoly Shcharansky. It is ironic that these controls should be lifted by President Reagan shortly before Mr. Shcharansky reaches the midpoint of his cruel prison sentence—September 15. It had been rumored that Andropov might release Shcharansky on this date. Did the President seek to learn Andropov's intentions before giving him the equipment?

The Administration's actions can only undermine the effort to achieve a common strategy with our allies for curbing the flow of credit and technology to the Soviet bloc. Why should our allies subordinate their individual commercial interests to a collective effort to curb Soviet aggression and human rights violations when the United States will not?

Ronald Reagan came to power ridiculing his predecessor as soft on the Soviets and promising to punish the Soviets for their expansionist behavior. One by one the elements of that posture are being sacrificed to the commercial appetites of the business interests that dominate his Administration.

The President's actions are bad enough. His sense of timing is atrocious.

—From a statement by AFL-CIO President Lane Kirkland.

A Family Tradition

BECAUSE Labor Day this year is Solidarity Day III, the traditional outings of thousands of union families will have a somewhat different character. The festive holiday spirit will be there, to be sure. But there will also be a serious note—the growing concern over what is happening to working people and to the hard-won benefits and conditions that form the American standard of living.

In his annual message, Lane Kirkland observes that in the demonstrations set for Solidarity Day III, working people are "taking back their day." They are clearly showing their determination to take back their country as well—and set it back on course toward the high human and social purposes to which it was dedicated.

The first Solidarity Day in 1981 broke records for attendance at a political demonstration. Union members set records of their own on Solidarity Day II, Election Day last year, by marching to the polls to vote for candidates who share their concerns. This year's observances are expected to top the 1981 mark for participation.

Solidarity Day IV is already set for Election Day 1984, and organized labor fully expects to put another one on the record books then, too. It's becoming a family tradition.

'Come and Get It!'

Washington Window

Reagan policies produce major shift in tax burden

By Press Associates, Inc.

People have grumbled about taxes from the dawn of civilization.

In 1773, Massachusetts colonists dumped tea into Boston harbor to protest a tax they felt was unjust. The Boston Tea Party led to the Declaration of Independence in 1776.

Until the recent era of "taxpayer revolts," complaining about taxes was tempered by a sense among most Americans that the tax system, with all its flaws, was basically fair.

As recently as 1972, the public considered the federal income tax to be the "fairest" of all taxes, according to opinion polls. But by 1980, the same polls showed the income tax was rated "least fair" by a plurality of those asked.

Unfortunately, the changing public perception of the tax system is based on reality. Middle and low-income taxpayers, especially since the 1970s, have been paying an increasing share of their income in taxes without any apparent increase in services.

The main reason for this growing tax burden—the gradual shifting of the load from large corporations and wealthy individuals to middle and lower-income taxpayers—has not been widely understood.

Fertile ground

This confusion in the public mind made the situation ripe for misdirected tax revolts led by conservatives like Howard Jarvis. The ground was fertile for demagoguery about "welfare cheaters" and "big spending" by "big government."

In fact, President Reagan's 1981 tax program, the old "trickle-down" theory dressed up as "supply-side economics," represented the radical culmination of a long-time trend.

This trend is documented in a recent book, "Inequity and Decline," by Robert S. McIntyre and Dean C. Tipps of the Citizens for Tax Justice.

Between 1969 and 1980, taxes on corporate profits were slashed by at least a third. Individual income taxes by 1980 rose 15 percent higher than their level in the early and mid-1970s.

For those below the median tax level, the tax rate spiraled up over 50 percent while the rate for the wealthiest taxpayers dropped 16 percent. And tax loopholes for corporations and the wealthy grew twice as fast as federal revenues.

Corporate gains

The result was that the corporate share of the federal tax burden fell from 25 percent in the 1950s and 1960s to only 12.5 percent by 1980. Under Reagan, the corporate tax share was cut in half again to less than 6 percent this fiscal year, the lowest level in modern history.

Tax breaks, termed "incentives" for business, have been packaged as being a spur to sagging productivity. While "notably successful in shifting more of the federal tax burden onto wage earners . . . the 1970s saw a decline in the growth rate, stagnant productivity, spiraling inflation," and no rise in business investment, the book notes.

Flush from their success in defeating Carter Administration tax reform proposals and in widening corporate tax loopholes, big business launched "an unprecedented lobbying barrage," the authors note. This high-powered lobbying was backed by big money—the business political action committees (PACs) whose coffers multiplied by 900 percent between 1976 and 1980.

When Congress enacted Reagan's misnamed Economic Recovery Act of 1981, corporate America saw the fulfillment of its wildest dreams.

What came to be called Reaganomics amounted to the virtual elimination of the corporate income tax, with individual income tax cuts skewed to the rich. Now, the average wage earner is paying more taxes than ever before.

AFL-CIO news

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Vol. 28, No. 35 SATURDAY, SEPTEMBER 3, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
American Federation of Labor and Congress of Industrial Organizations

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MEMO FROM COPE

A Fun-House Full of Doors

The decision by Sen. John Tower to pack it in opens a fun-house full of doors leading to myriad possibilities.

The Texas Republican, who succeeded to Lyndon Johnson's seat in 1961, said he's had enough after four terms. These are some of the immediately imaginable consequences:

► An enhanced opportunity is there for Democrats to capture control of the U.S. Senate as a result of 1984 elections.

This was already a serious concern to Republicans and a source of hope for Democrats. The arithmetic already favored Democrats to pick up seats, even if not the five needed to win control from the present 54-46 majority. With 19 GOP-held seats up, and only 14 Democratic—and with more Republican marginal situations expected—the question had been how many would Democrats gain.

Tower's decision not to seek re-election opens up Texas as a strong possibility for a Democratic pick-up. At this stage, Tower was slightly favored to win, but a close contest was anticipated. Tower won by only 12,225 out of 2.29 million votes cast in 1978. He was viewed as the strongest statewide candidate the GOP could field.

► The impact of Tower's retirement on the presidential run in Texas could be substantial. He would have strengthened President Reagan's chances of winning the state if the President seeks re-election. Tower's no-run decision is expected to damage the Reagan campaign there, even though Tower himself vows to be active in it. Active is one thing. Being on the ticket is another, and better.

► All kinds of political fall-out appear possible. For one thing, among those mentioned as a "maybe" candidate is James Baker, Reagan's White House chief of staff. Should Baker leave the White House, this would delight right-wing Reagan supporters who've been sniping at Baker from the start and urging the President to dump him. Baker had been George Bush's campaign manager in the 1980 GOP presidential primaries. His departure would remove from the White House one of the few real professionals among presidential advisers.

► For another thing, it could pit—among other candidates—two of the most far-out rightists in the U.S. House, and it would be a political junkie's dream to watch them vie for support of Texas ultra-conservatives.

The two are Reps. Ron Paul, always a Republican, and Phil Gramm, until last year a Democrat, when he bolted in a snit because he got done out of committee assignments. Paul's AFL-CIO voting record is 93 percent "wrong," Gramm's 86 percent "wrong." If you're not wild about rightists in office, here's a possible scenario to warm your heart. If Paul and Gramm seek the Senate nomination, they would have to relinquish their House seats. If neither should win, the result would be three ultra-conservative birds with the one stone of Tower's retirement.

* * * * *

Tower's departure, plus the announced retirement of Majority Leader Howard Baker (R-Tenn.) deprives Republicans of two seats they felt sure they'd hold, and takes from the Senate two of the GOP's big hitters. Jennings Randolph is the only incumbent Democrat up in 1984 who has announced retirement, but it is expected his seat will be much easier to hold for a Democrat than Tower's or Baker's for a Republican.

While events could kick any expectations into the ash can, right now Republican incumbents seem to face more iffy situations than Democrats. Among the GOP marginals are three of the big guns for right wing groups and causes—all of whom owe election to these sources. They are Jesse Helms (N.C.), Roger Jepsen (Iowa), Gordon Humphrey (N.H.). Their respective records on the AFL-CIO scorecard: 91 percent "wrong," 91 percent "wrong," 94 percent "wrong."

Despite a $6 million campaign fund in 1978, Helms won with only 54.5 percent of the vote. Jepsen with 51.1 percent and Humphrey with only 50.7 survived real squeakers.

Other GOP incumbents up next year who won only with a struggle in 1978 are Charles Percy (Ill.) 53.3 percent; Nancy Kassebaum (Kans.) 53.9; Thad Cochran (Miss.) 45.1 in a three-way race; Pete Domenici (N.M.) 53.4; John Warner (Va.) 50.2.

The only Democratic incumbent running for re-election who got less than 55 percent last time around is Carl Levin (Mich.) who received 52.1 percent of the vote in 1978. There will be other Democrats in marginal circumstances, but fewer of them than Republicans.

Senate Elections 1984

Democrats—14 *Republicans—19*
Total—33

State	Incumbent	Winning % 1978
Ala.	Howell Heflin	D 94.0
Alaska	Ted Stevens	R 75.6
Ark.	David Pryor	D 76.6
Colo.	Bill Armstrong	R 58.7
Dela.	Joseph Biden	D 58.0
Ga.	Sam Nunn	D 83.1
Idaho	James McClure	R 68.4
Ill.	Charles Percy	R 53.3
Iowa	Roger Jepsen	R 51.1
Kans.	Nancy Kassebaum	R 53.9
Ky.	Walter Huddleston	D 61.0
La.	Bennett Johnston	D Unopposed
Maine	William Cohen	R 56.6
Mass.	Paul Tsongas	D 55.1
Mich.	Carl Levin	D 52.1
Minn.	Rudy Boschwitz	R 56.6
Miss.	Thad Cochran	R 45.1
Mont.	Max Baucus	D 55.7
Nebr.	J. J. Exon	D 67.6
N.H.	Gordon Humphrey	R 50.7
N.J.	Bill Bradley	D 55.3
N.M.	Pete Domenici	R 53.4
N.C.	Jesse Helms	R 54.5
Okla.	David Boren	D 65.5
Ore.	Mark Hatfield	R 61.6
R.I.	Claiborne Pell	D 75.1
S.C.	Strom Thurmond	R 55.6
S.D.	Larry Pressler	R 66.8
Tenn.	Howard Baker*	R 55.5
Texas	John Tower*	R 49.8
Va.	John Warner	R 50.2
W.Va.	Jennings Randolph*	D 50.5
Wyo.	Alan Simpson	R 62.2

*** Will not seek re-election**

Odds 'n Ends

DEAD MORE THAN 25 YEARS, Joe McCarthy made a big comeback recently in the form of Rep. Phil Gramm, erstwhile Democrat, now Republican (Texas) and the GOP National Congressional Committee. The committee sent news releases to the media in 20 congressional districts, quoting Gramm's charges against the Democratic incumbents, which were reminiscent of McCarthy's "soft on communism" attacks. Gramm was mad because they didn't support his proposal to prohibit International Monetary Fund loans to communist-led nations. Not mentioned (and not attacked) by Gramm or the GOP committee were these other opponents of his proposal: President Reagan, House Minority Leader Robert Michel, and ranking Republicans on several key committees.

FIRST NOMINEE of a political party for 1984 presidential race was expected to be chosen as August wound up. It's Gene Burns, a radio talk show host in Orlando, Fla., to be candidate of Libertarian Party. Don't snicker. Libertarians are the third largest national party. They got smaller vote than John Anderson in 1980, But Anderson was not party candidate, though he got 5.7 million votes. Libertarian candidate received 920,000.

GROWTH RATE OF PACs slows way down. Federal Election Commission reports as of July 1 there were 3,461 PACs, an increase of only three percent from January 1 when 3,371 were registered, and only 10 percent up from a year ago. In recent years, PAC growth had been dramatic. Present slowdown could be just a breather, with mess of new PACs lining up as election year heats up.

CANDIDATES OFF AND DUNNING no matter about lower rate of PAC growth. U.S. Senators whose seats are up for re-election next year already have a total of $10 million in campaign funds. Between them, ultra-conservatives John Tower (R-Texas) and Jesse Helms (R-N.C.) own a third of the total. Tower had $1.6 million as of July 31, Helms $1.7 million. (Tower recently announced he won't seek another term.) One-fourth of the total—$2.5 million—had been kicked in by corporate PACs, according to Federal Election Commission.

ROUND-ABOUT MAILING from GOP National Senatorial Committee to 300,000 party contributors. Mailing was on stationery of fancy Paris hotel, was mailed from London, paying British postage. Reason was to give potential donors a real prod. Signer of letter, GOP national treasurer Robert Perkins, wrote on-the-scene report that France's Socialist government has created a "nightmare" which Perkins fears "could happen at home in America unless we maintain Republican control of the Senate and give President Reagan the support he needs."

ANOTHER GOP ARM, the GOP Victory Fund, uses "Big Labor" and "unions' compulsory membership dues" (guess where they get that one—from the right-to-work-for-less committee) to scare contributors into shelling out. Part of mailing is card from "The Honorable Ronald Wilson Reagan" which looks at first glance like an invitation to White House but turns out to be an invitation to send money.

INTERESTING BITS culled from official AFL-CIO voting record of U.S. Senators: Worst combined voting record by state—North Carolina: Jesse Helms (R) 91 percent "wrong," John East (R) 96 percent "wrong." Best combined voting record—Michigan: Carl Levin (D) 98 percent "right," Don Riegle (D) 94 percent "right." Biggest swing between senators—Colorado: Gary Hart (D) 79 percent "right," Bill Armstrong (R) 99 percent "wrong." Note: Lot of competition for worst combined record. State, senators, percentage of "wrong" votes follow: Idaho, Symms and McClure, 95 and 90; Indiana, Quayle and Lugar, 91 and 90; Iowa, Grassley and Jepsen, 89 and 91; Utah, Garn and Hatch, 91 each; Wyoming, Simpson and Wallop, 95 and 90.

Surprise!

Hold on to your hat. This is startling news: A Business Week poll of high-ranking executives of 1,200 big corporations shows overwhelming support among them for President Reagan.

Pitted against former Vice President Mondale, Reagan gets 90 percent of the executive suite vote; against Sen. John Glenn he gets 87 percent.

Ninety percent believe Reagan *should* run for re-election; 98 percent believe he *will*. More than 90 percent think he'll be re-elected.

If the President decides not to run, here's how the top executives line up on possible GOP candidates: Vice President George Bush, 58 percent; Sen. Howard Baker (Tenn.) 22; Sen. Bob Dole (Kans.) 5; Rep. Jack Kemp (N.Y.) 5.

AFL-CIO news

VOL. 28, NO. 36
SATURDAY
SEPTEMBER 10, 1983

The American Federationist

PAGE 5

Solidarity Day events link America's trade unionists

In Detroit, Solidarity Day parade led to this massive Kennedy Square rally, where 100,000 people gathered.

Big turnout underscores labor's role

By David L. Perlman

Across America, union members and their families turned out in record numbers to transform traditional Labor Day festivities into a powerful Solidarity Day statement.

Speeches, placards and banners of Solidarity Day III testified to labor's concerns for jobs and human rights. And the breadth of participation—more than 1.3 million persons at 151 locations across the continent—testified to the vitality of America's trade union movement.

In New York City, where the nation's first Labor Day parade was held 101 years ago, Grand Marshal Sandra Feldman, AFL-CIO President Lane Kirkland and Gov. Mario Cuomo led a festive army of marchers up Fifth Ave. With bands and floats, it took seven hours for the last union banner to pass the reviewing stand.

And in Bradford, Pa., local unions marked Solidarity Day by feeding the hungry at a soup kitchen and conducting a voter registration drive.

In Detroit, union members paraded to Kennedy Square — formerly Cadillac Square — where an estimated 100,000 people gathered to hear Auto Workers President Owen Bieber, NAACP Director Benjamin Hooks and other notables.

It was sweltering hot for Boston's big parade and in Paducah, Ky., where 40,000 people turned out for a rally at which

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Next Week

Extensive picture coverage of the Solidarity Day III events across the country will be carried in the Sept. 17 issue of the AFL-CIO News.

Building Trades agenda topped by job programs

Lake Buena Vista, Fla.—The agenda of the 75th anniversary convention of the AFL-CIO Building & Construction Trades Dept. can be summed up in the word "jobs," Department President Robert A. Georgine declared.

Workers in the construction industry are facing one of the "gravest" moments in their history, he said in his keynote address, and he cited the havoc caused by high unemployment, attacks by the courts, legislatures and employers on wages and standards, and the record rate of construction firm bankruptcies, including some who use those laws "to skirt their contractual obligations to their workers."

The labor movement "has no higher obligation to our members than to get them back to work building this nation," Georgine told the 250 delegates, stressing the need for building housing and factories, roads and sewer systems, bridges, ports and other public facilities, power plants and mass transit systems.

Workers cannot depend only on politicians or economic theories to produce the more than one million jobs needed to put the building crafts back to work, and while organized labor will work with elected officials, economists and bankers, "there is much we can do ourselves," Georgine said.

He warned that the signs of economic recovery seen in recent months can help create jobs, but that recovery itself is "extremely fragile" and "obscene" high interest rates threaten it.

Fragile recovery

Georgine pointed to the department's pension investment plan and Market Recovery Program, designed to help union contractors stay competitive in the marketplace, as examples of how building trades unions are striving to meet changing times. But he stressed that the union worker's pride in superior craftsmanship, productivity and efficiency "must never change."

In an overview of the economic problems facing the nation and the construction industry, Georgine asserted that "by now the pain of unemployment has proved that monetary policy alone is not an eco-

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Insurance union, UFCW merger set for October 1

Insurance Workers voting in a nationwide referendum have approved a merger that will bring their 15,000-member union into the million-member Food & Commercial Workers on Oct. 1.

The merger proposal carried by a margin greater than 5-1 despite a management campaign to block ratification and a controversial National Labor Relations Board policy that allows non-members as well as members to vote on a change in affiliation of the union that represents them.

Merger with the UFCW had the unanimous support of the executive board of the Insurance Workers and had been overwhelmingly approved at the union's con-

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New UAW, Chrysler accord restores wage, benefit parity

The Auto Workers' leadership overwhelmingly recommended approval of a new pact with the Chrysler Corp. that would give the automaker's 85,000 workers in the United States wage and benefit parity with the rest of the industry.

The workers themselves are scheduled to vote on the two-year agreement on Sept. 13. If approved, the agreement would extend the current contract past its mid-January expiration.

Meeting in Detroit, the union's UAW Chrysler Council gave its recommendations to approve the agreement after union and management negotiators agreed to terms on Labor Day. The 170-member council consists of UAW officials from Chrysler facilities throughout the United States.

The tentative agreement, covering about 60,000 active and 25,000 laid-off workers, would extend the current contract from its scheduled expiration date of Jan. 14, 1984, to Oct. 15, 1985.

The settlement would raise average hourly pay by $2.42 over the life of the contract. One part of the agreement—a $1-per-hour cost-of-living adjustment—would be retroactive to Aug. 15.

Last July, after Chrysler posted dramatic improvements in its financial position, the UAW sought an early agreement to recover the $1.2 billion in concessions its members had made earlier to help the No. 3 automaker fight off bankruptcy. Talks broke off, however, when the company rejected the union's demand for wage parity with General Motors and Ford.

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LEGISLATIVE ALERT!

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The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

9/10/83

Low-income families bear brunt of Reagan cuts

Cuts in federal social and welfare programs under the Reagan Administration have had the greatest impact on households with incomes of less than $10,000 a year, the Congressional Budget Office found in a comprehensive study on the subject.

A nonpartisan arm of Congress, the CBO arrived at the conclusion after an analysis of federal spending in 26 areas of "human resources," including civil service retirement, education, student loans, social security, Medicare, job training, health services, and welfare, between fiscal 1982 and fiscal 1985.

The study found that in 1985 the average reduction of benefits as a result of the cuts will be $470 for households with less than $10,000 in income, compared with $280 in all households.

House Speaker Thomas P. O'Neill, Jr. (D-Mass.), who asked CBO to conduct the study, said families in the less-than-$20,000 a year income bracket "will have suffered benefit cuts more than twice as severe as families in higher brackets ($415 as compared to $175 in 1985). Seventy percent of all Reagan cuts have been directed toward this income group."

The CBO found that as a result of changes passed in the 1981 through 1983 period, expenditures for the 26 programs will be $110 billion less for the fiscal 1982-85 period than they would have been otherwise. Defense outlays, on the other hand, will come to $90 billion more from fiscal 1982-85 than they would have been otherwise.

Denying the poor

In releasing the report, O'Neill said it demonstrates that "despite repeated denials from President Reagan, Administration cuts have been targeted on families of moderate and low income. He has denied millions of American families the basics of the American dream. . . . That truth will have major consequences in 1984."

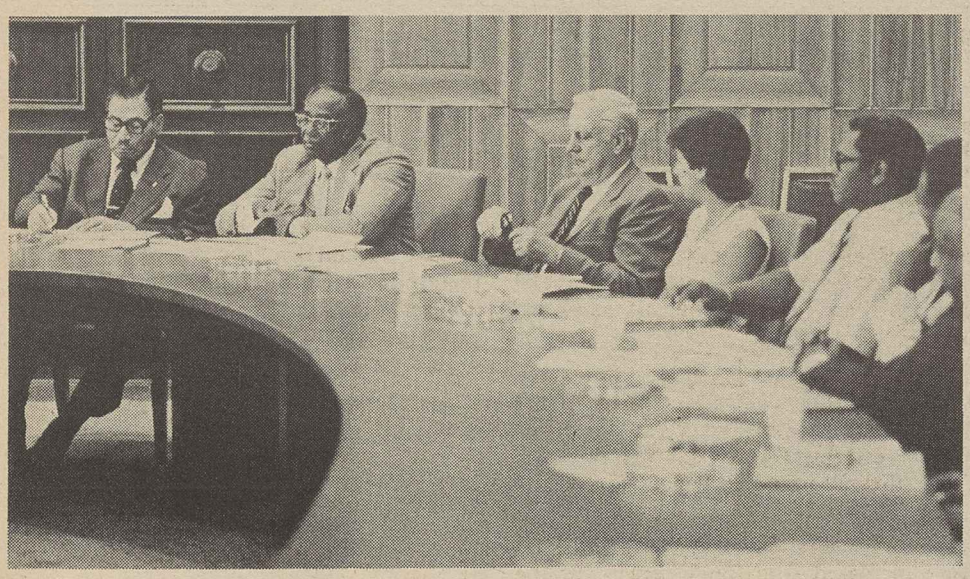
Other major findings of the CBO study:

- Of the $110 billion in cuts, about $26 billion were in retirement programs, including social security, civil service pensions, and veterans' benefits.
- Cuts in other income security programs, such as food stamps, unemployment insurance benefits, housing aid, and Aid to Families with Dependent Children, came to $27 billion.
- Health program cuts totaled $18.5 billion, mostly from Medicare.
- Overall, the $110 billion in cuts reduced 1982-85 human resources spending from a projected $1.63 trillion to $1.52 trillion, or about 7 percent.
- Some individual programs were cut far more. Employment and training program funding was reduced 60 percent over the 1982-85 period. Most of the cut was due to elimination of the public service employment program. In addition, training targeted for the disadvantaged, including summer youth programs, was cut 35 percent, a reduction of $7.4 billion. The CBO noted public service jobs that would have employed 600,000 for an average of seven months each were eliminated.

Lost benefits

As a result of the program changes enacted, more than 325,000 families lost eligibility under the Aid to Families with Dependent Children, and another 325,000 to 350,000 had their benefits reduced, the CBO pointed out.

Also, about a million Americans lost eligibility for food stamps as a result of the changes. School lunch participation dropped by 3 million after the cuts were put into effect. From 1981 to 1982, some 700,000 fewer students received guaranteed student loans.



Reagan wrong on rights

The Reagan Administration's inadequate enforcement of civil rights was denounced by members of the AFL-CIO Civil Rights Committee during its meeting recently. The committee headed by AFL-CIO Vice President Frederick O'Neal, left, stressed the need for continued affirmative action programs and enforcement of civil rights laws, passage of the Equal Rights Amendment, increased voter participation, and establishment of a national holiday for the birthday of Dr. Martin Luther King, Jr.

Senator Jackson mourned as staunch friend of labor

American workers lost a faithful ally in Congress with the death of Henry M. Jackson, the Democratic senior senator from Washington state.

"All of American labor mourns the death of Scoop Jackson," AFL-CIO President Lane Kirkland said in a message. "During his 42 years in the Congress labor had no stauncher friend."

Jackson, who compiled a 94-percent "right" voting record on vital labor issues over four decades in the House and Senate, died Sept. 2 in Everett, Wash., after suffering a massive heart failure. He was 71.

Shared commitment

Kirkland said Jackson shared the labor movement's commitment "to social and economic justice and to a strong national defense adequate to protect those values against totalitarians of the left or the right.

"American workers have lost a cherished friend, and the nation lost a statesman of courage," Kirkland said.

Jackson was elected to the 77th Congress in 1940 when he was 28, serving as one of the youngest members in the House. He was re-elected five times before running for the Senate in 1952. He unseated the Republican incumbent with a plurality of more than 135,000 votes even as Dwight D. Eisenhower, the Republican presidential candidate, carried the state by 100,000 votes.

In addition to his enthusiastic support of labor and defense issues, Jackson played a major role in the enactment of civil rights, international human rights and environmental measures.

In 1969, he wrote the law that created the Environmental Protection Agency, and in 1974 he co-authored the Jackson-Vanik Amendment that prohibited trade concessions to countries, particularly the Soviet Union, that restricted emigration.

In the early 1950s, Jackson took on Sen. Joseph McCarthy, the Wisconsin Republican whose communist witch hunt ruined the careers of many innocent persons.

Party chairman

Jackson served as chairman of the Democratic National Committee in 1960 and 1961. He unsuccessfully sought his party's presidential nomination in 1972 and 1976.

Survivors include his wife, Helen, and two children.

At a memorial service at the National Presbyterian Church, Kirkland eulogized Jackson as a "patriot without tears or apology because he prized the human ideals and values" of American life.

"His decency placed him just as steadfastly in the corner of the underdogs of American society, the oppressed of the world and wretched of the earth. . . . He stood against the bullies who abuse privilege and power here and abroad, whatever their stripe—McCarthyesque or Stalinoid, tin pot or totalitarian."

CORRECTION

Rep. Lane Evans (D-Ill.) voted "right," in accordance with the AFL-CIO's position, in opposition to an amendment that would have weakened a bill to fund health care programs for the unemployed. The rollcall in the Aug. 13 issue incorrectly showed him voting "wrong" and gave an unearned "right" to Rep. Cooper Evans (R-Iowa).

Oil, copper workers backed in fights to preserve contracts

Salt Lake City, Utah—Delegates to the 27th annual Utah AFL-CIO convention voiced strong support for 167 members of Oil, Chemical & Atomic Workers Local 2-269 in their fight for a contract at Sinclair Oil Co. of Wyoming and 2,000 striking copper workers at Phelps Dodge Corp. operations in Texas and Arizona.

A convention resolution noted that Sinclair is demanding sweeping changes in work practices and benefits, and wants to exempt a number of workers from the bargaining unit although those jobs have been covered in agreements since 1934.

OCAW members have been without a contract since Jan. 8, 1983, and the company was placed on the AFL-CIO's unfair list Feb. 28.

Sinclair has holdings in oil refineries in Wyoming and Utah, as well as hotels, ski resorts and other non-union enterprises. Union members were urged not to use Sinclair products or to patronize Sun Valley Lodge in Sun Valley, Idaho, or the Little America hotel franchise.

The copper workers, members of 13 unions, have been on strike since July 1 for a "fair and decent contract" from Phelps Dodge which is demanding givebacks from its workers.

In other action, delegates called on President Reagan and Congress to block U.S. Steel Corp.'s plan to buy imported steel slabs from the government-owned British Steel Corp. If the deal is permitted, some 3,000 Steelworkers will lose their jobs, a convention resolution warned.

Under the convention theme of "America Works When America's Working," delegates called for legislation to guarantee state residents would be given preference in hiring for state public works jobs.

AFL-CIO Sec.-Treas. Thomas R. Donahue outlined for delegates the General Board's procedure for endorsement of a presidential candidate.

The candidate labor picks, he said, will have to "philosophically walk with us on the issues and not passively accept our support." The result will be that "we all will work to make the risk worthwhile," he stressed.

Utah Gov. Scott M. Matheson (D) addressed the delegates on the efforts to reduce unemployment in the state and the need to lower interest rates.

Other speakers included Ed Collins, assistant director of AFL-CIO Region VI and Frank Tooze, the Occupational Safety & Health Administration's regional labor liaison.

Officers re-elected

Ed Mayne, president and secretary-treasurer of the state federation, and Vice President Cliff Green, were re-elected to new terms of office by acclamation.

The executive board was expanded by three members to 18. New at-large members are Bob Stringham of the Steelworkers, Steve Beierline of the Grain Millers and Louie Pavlos of the Government Employees. Other new executive board members are Gordon Ottley of the State, County & Municipal Employees and Blaine Newman of International Brotherhood of Electrical Workers.

GE agrees to halt surveys of workers' views on unions

General Electric Co. has agreed to stop conducting telephone surveys among its employees to sound out their attitudes toward unions, settling three longstanding unfair labor practice cases initiated by the Electronic, Technical & Salaried Workers.

The cases, which have been pending for more than five years, grew out of union representation elections at GE plants in Goldsboro, N.C.; Mentor, Ohio, and Bangor, Me., in 1977 and 1978. The union lost the elections by close margins.

In charges filed with the National Labor Relations Board, the IUE said that GE's use of the phone surveys following the elections was intended to influence workers in their attitude toward the union.

The IUE charged that the surveys, conducted by the polling firm Trendex, violated federal labor law by "implicitly promising that the causes of employee dissatisfaction will be eliminated if support for the union is abandoned."

While GE claimed it was simply trying to learn how to run more effective campaigns against unions in the future—bad enough in itself—the fact that it concentrated on locations where there might be a re-run election pointed to coercion as the real objective, the IUE said. In at least one location, Goldsboro, workers surveyed were largely from a shift with strong union support.

Under the settlement, GE agreed not to "systematically question or poll our employees concerning matters which permit conclusions to be drawn with respect to their or other employees' individual sympathies or attitudes toward unions or union representation." The company posted notices to this effect at the three plants where the union charges were based.

The IUE learned of the surveys from a supporter at the Goldsboro plant. Because she had been receiving obscene phone calls, she had installed a taping device on her telephone in hopes of discovering the identity of the caller. When Trendex called, she recorded the questions and turned the tape over to the union.

In the settlement, GE did not agree that it had broken the law.

Convention agenda

Building Trades push job-creation programs

Continued from Page 1

nomic cure-all." The nation should have learned, he said, that "a do-nothing government and quick fixes have something in common—neither one of them works."

Creative solutions must be found to solve the problem of the country's crumbling infrastructure, new revenue sources must be tapped to finance public construction, new incentives must be discovered to spur the building of industrial plants, and new sources of financing must be sought out for housing, Georgine said.

He warned that the nation must honestly face these issues, including the hard choices they may require, and that government must not "abandon" its responsibilities toward finding solutions.

AFL-CIO President Lane Kirkland told the delegates that contrary to predictions of its critics, the organized labor movement has survived for a century because workers and their unions have been able to adapt to changes in the workplace without losing their "central mission."

Steadfast union purpose

"Changes in the workforce, changes in technology or changes in elected officials do not erode the basic enduring principle of trade unionism," Kirkland stressed. "At all times and in all places as long as workers have to earn their living by agreeing to work for others, they will need to organize into unions for mutual defense and mutual progress, whether we light the world with whale oil or nuclear reactors; whether we do business with quill pens or computers, whether there is a Roosevelt or a Reagan in the White House."

Kirkland observed that an economic recovery "may be underway, but the results have yet to trickle down to the country's working men and women." It's unrealistic to expect the nation's 11 million unemployed to celebrate the "end of the Reagan recession," he said, pointing out that the economic slowdown in less than three years has cost the nation more than $750 billion in gross national product—"in unbuilt homes, in idled factories, in rotting public facilities, in wasted lives and blighted hopes."

Kirkland also touched on the problems of the nation's deteriorating infrastructure, asserting that repairing such essentials as water systems, bridges and highways and sewer treatment and disposal systems is one of the problems that can be solved by "throwing money at them."

Need for rebuilding

Besides creating essential jobs, such projects are important to the nation's flow of commerce, the revitalization of cities and the growth of the national economy, Kirkland told the delegates.

He emphasized that the undertaking "can't be left to the free market," but government must take the lead. The failure of the government to act "to promote the general welfare" instead of sitting on the sidelines "with its hands folded" is at the heart of labor's disagreement with the Reagan Administration, Kirkland said.

Organized labor believes, he said, that "government must be the instrument and the partner of the people, not its enemy."

In other convention action, Georgine and BCTD Sec.-Treas. Joseph F. Maloney were unanimously re-elected to new four-year terms.

The delegates voted to raise the monthly per capita tax paid by affiliates by two cents to 23 cents on members engaged in building and construction work.

Major resolutions adopted by the delegates underscored the department's opposition to attempts to repeal or weaken the federal Davis-Bacon prevailing wage law, the Service Contract Act, similar state laws and called for defeat of proposed legislation that would add anti-labor amendments to the Hobbs Act. The delegates also called for common-site picketing rights for construction trades workers, and for adoption of government programs to aid the financing of housing construction and ease the availability of home mortgage funds.

They registered concern over the growth of the union-busting industry in America and the choice of individuals with anti-labor backgrounds for National Labor Relations Board positions.

The delegates also urged action to curb skyrocketing interest rates, protections for workers faced with the threat of plant closings, adoption of an asbestos health standard as well as other safety and health improvements for construction workers.

AFL-CIO President Lane Kirkland addresses Building & Construction Trades Dept. convention. Seated are Department President Robert A. Georgine, and Sec.-Treas. Joseph F. Maloney.

Brandeis endowment honors ILG's Chaikin

Waltham, Mass.—The Ladies' Garment Workers has donated $1 million, the proceeds of a major fundraising drive, to Brandeis University to endow the Sol C. Chaikin Chair in national health policy.

Endowment funding was raised in honor of Chaikin, president of the ILGWU and a member of the Brandeis board of trustees who has long been active in health care issues.

Stuart H. Altman, dean of Brandeis's Heller Graduate School for Advance Studies in Social Welfare, is the first recipient of the Sol C. Chaikin Chair.

Missouri labor wins boost in workers' compensation

Jefferson City, Mo. — The Missouri AFL-CIO hailed the signing of a new law providing major improvements in workers' compensation as a "significant leap forward."

"We achieved a tremendous victory in 1980 when the benefits were tied to the state average weekly wage," State AFL-CIO President Daniel J. McVey said. "Now this bill improves benefits."

Compensation for death, permanent total disability and temporary total disability were increased from 66.6 percent of the state's average weekly wage to 70 percent, effective Sept. 28. The benefits will increase to 75 percent on Sept. 28, 1986.

Benefits for permanent partial disability will increase from 40 to 45 percent of the state average weekly wage on Sept. 28.

The changes also prohibit employers or insurance companies from reducing the final settlement amount for a temporary total disability by any amounts paid in excess of the maximum weekly benefits where a union contract provides for benefits greater than the maximum state benefit.

Reduction eliminated

Also, a seriously injured worker can now draw up to 400 weeks of temporary total disability benefits and still receive full benefits if he is forced to sue for permanent injury settlement. In the past, money paid beyond 52 weeks for temporary total disability was deducted from a permanent disability settlement.

The "cap" was removed from the state's death benefit payments. The past $195,000 limit usually meant benefits ended for the surviving spouse after about 20 years.

An improvement in the occupational disease section of the law removes the requirement that a worker must prove he suffered 90 days or more of continuous exposure to a hazardous substance. In addition, pulmonary and cardiovascular diseases can now be considered occupational diseases for fire fighters.

Other changes will allow a worker to collect for both permanent injury and disfigurement and include provisions for any necessary prosthetic devices for life.

18 affiliates gain OSHA grants for safety programs

Eighteen AFL-CIO affiliates have been awarded grants totaling over $1.7 million by the Occupational Safety & Health Administration to help finance job safety and health projects.

The 43 grants to labor, management, academic and other non-profit groups are the latest annual awards to organizations that have received funding since 1980 under the New Directions program of OSHA. Fifty-eight other groups, first awarded grants in 1978, also participate in the program. OSHA currently provides $6.8 million to 101 recipients.

Under the program, typically the grantee has identified a serious problem in construction or industry and develop an educational safety and health program to deal with it, according to OSHA. The funds provide "seed money" to start the program over a one- to five-year period, with the expectation the programs will become financially self-sufficient.

Although OSHA is providing about $3 million to the 43 projects, the unions and other groups are supplementing the programs with about $5 million.

Funding amounts

Federation affiliates awarded grants are the Government Employees, $75,000; AFL-CIO Appalachian Council, $50,000; Colorado Building & Construction Trades Council, $165,000; Fire Fighters, $185,000; Ladies' Garment Workers, $90,000; Electronic, Technical & Salaried Workers, $100,000; Operating Engineers, $225,000; Montana AFL-CIO, $90,000; District 1199 of the Retail, Wholesale & Dept. Store Union, $45,000; Phoenix Building Trades Council, $145,000; Public Employee Dept., $70,000; St. Louis AFL-CIO, $50,000; Carpenters, $70,000; Cement, Lime & Gypsum Workers, $90,000; Food & Commercial Workers, $90,000; Furniture Workers, $40,000; Paperworkers, $95,000, and the Utility Workers, $50,000.

Unaffiliated unions receiving funds were the Teamster Local 2707, $85,000, and United Electrical, Radio & Machine Workers, $35,000.

Airline unions fight Frontier ploy

Denver—Plans by Frontier Airlines to start a spin-off, non-union subsidiary, Frontier Horizon, have drawn strong opposition from a coalition of the five unions representing Frontier's workers.

The Frontier Employees Coalition, consisting of the Air Line Pilots, Air Line Employees Association, Flight Attendants, Machinists and Transport Workers, "will do whatever is necessary to protect Frontier's employees," ALPA President Henry Duffy said.

Calling Frontier Horizon a "runaway shop," Duffy said that despite assurances from Frontier Chairman Glen Ryland that no union jobs will be jeopardized, the new company's creation "was sprung on us unannounced."

He pointed out that "management made no effort to work with us to attain the goals set for Frontier Horizon, despite the fact that Frontier pilots had just signed a new contract that will save the company $5 million in pay and work rules." He charged the new company's use of non-ALPA pilots is a "blatant violation of the 'scope clause' in our contract." Some 70 furloughed Frontier pilots will not be allowed to fly Frontier Horizon planes or to even apply for those jobs, Duffy said.

Frontier Horizon is the second "runaway shop" formed since deregulation of the airline industry in 1978. New York Air was the first in 1980, Duffy noted. Frontier Horizon, unlike New York Air, will not be a "no frills," low-priced airline, meaning that the lower labor costs can "only be intended to boost profits, rather than benefit consumers," he added.

The coalition is concerned that the new company will be used for all future route expansions, leaving Frontier Airlines to stagnate.

Betrayal of workers

Duffy charged that the use of "Frontier resources, and even the Frontier name, to start an airline that will not use Frontier employees, is a betrayal of those who have worked to make the airline what it is today."

Frontier Horizon's start-up date is set for Dec. 15, 1983, to fly routes between Denver and New York's LaGuardia Airport, Washington's Dulles, Chicago's O'Hare and San Francisco International.

ALEA President Vincent J. Herbert challenged the company's contention the new flights will augment current routes, cross-feeding passengers between present Frontier routes and the new operation. "If this was the objective, Frontier could start flying the new routes right now without bothering with a new airline and the requisite CAB (Civil Aeronautics Board) Section 408 approval," he said. He pointed out that Frontier Airlines was one of the four major U.S. airlines which made a profit for calendar year 1982.

Herbert charged the formation of the new company "has only one purpose and that is to evade its union contracts and thwart its obligations and responsibilities to its union employees."

The recently formed coalition is holding a series of meetings to plan its strategy "in halting this attack on organized labor," Duffy said, adding, "This is a fight that we did not want and did not start, but now that we are in it, we are ready to take it to the bitter end."

Labor Day mass

Address after the traditional Labor Day mass at the Shrine of the Sacred Heart in Washington is delivered by Sec.-Treas. William J. Lutty of the Food & Commercial Workers. Trade unionists also laid a floral wreath at the statute of James Cardinal Gibbons, an early supporter of the American labor movement.

Nevada's 'right-to-work' law targeted by state convention

Reno, Nev.—Amendments to the state's so-called right-to-work law were made the top legislative priority of the Nevada AFL-CIO by the 147 delegates to its 27th annual convention.

A resolution adopted by the delegates urged that a bill to permit union shop elections in Nevada be introduced at the next session of the state's legislature in early 1985.

The proposed measure would provide for secret ballot votes in each bargaining unit on whether to permit an "all-union agreement" requiring all employees to be or become members of the union representing the employees.

The convention delegates also placed a high priority on legislation to require that tips reported by an employee, on which income tax is paid, be counted for benefit purposes under workers' compensation and unemployment insurance laws.

Per capita increase

The convention approved an increase in the state federation's per capita tax, the first in 26 years. On Oct. 1, 1983, the per capita payment will rise to 30 cents per member, up from 25 cents, and will go to 35 cents a year later. Sixty percent of the increase will be allotted to the general fund, with COPE getting the remainder.

Other resolutions included a call for legislation to return 10 percent of the funds collected under the state's entertainment tax for use in providing live music programs free to the public; for legislation to amend the state public employee bargaining law so that only the Employee-Management Relations Board can decertify a union, removing local governments' unilateral right to decertify; support for a national maritime policy, and support for strikers at the Golden Nugget hotel/casino.

I. W. Abel, retired Steelworkers' president, was a major speaker at the convention and called for a national health care program. Abel pointed out that although health costs now account for more than 10 percent of the gross national product, "those exorbitant costs have not given us top treatment and medical care as compared with other countries." The United States ranks 12th in infant mortality in the world and 16th in longevity, he said.

Abel also scored the Reagan Administration for burying the goals of the Humphrey-Hawkins Full Employment Act of 1978, and he urged labor to become much more involved in the nation's political arena.

Other speakers included Gov. Richard Bryan; Earl McDavid of the AFL-CIO Union Label & Service Trades Dept.; Lt. Gov. Bob Cashell; Sec. of State Bill Swackhamer; Atty. Gen. Bryan McKay; Brent Adams, chairman of the state's Democratic Party; California AFL-CIO President Albin J. Gruhn; Oregon AFL-CIO President Irv Fletcher; Assistant Director Frank Emig of the AFL-CIO Dept. of Organization & Field Services, and Ed Collins, acting director of AFL-CIO Region VI.

Labor Day broadcasts point to progress won through union efforts

By Susan Dunlop

Organized labor has won a broad range of benefits for all workers, union members or not, and the labor movement will not rest in the pursuit of its goal of a healthy, decent life for all Americans, the AFL-CIO's top officers stressed in their Labor Day radio broadcasts.

Labor Day has been an occasion for officeholders from the President on down to issue public statements about the dignity of labor and the social and economic contributions of those who work for a living, but these once-a-year statements would be more welcome if they were matched by the same concern on the other 364 days of the year, AFL-CIO President Lane Kirkland said in a message broadcast on CBS Radio.

Working people, Kirkland said, do not need to be told that their work is the foundation of the nation's economic industrial and military strength "or that they themselves are the source of its moral strength and social stability, or that they have an important role to play in securing the future, in protecting human rights and in promoting the democratic ideals of equal rights, equal justice and equal opportunity here at home and throughout the world."

American workers have been fighting for these goals every day for more than a century, Kirkland told the radio audience. At the bargaining table, in legislatures and in the community, organized labor has helped break down the barriers of race, sex and age discrimination throughout our society, he said.

Workers' goals

Working people have sought quality health care, and quality education for all citizens, as well as decent housing, jobs for everyone who wants to work, and security and dignity for those no longer able to work, Kirkland said.

"Nobody pretends that we have succeeded in reaching all of our goals or fully succeeded in any," Kirkland said, "but we have made something more than a clearing in the wilderness, and we do not intend to stop until we have created the healthiest, best-educated, most creative and most productive society that it is possible for human beings to achieve."

Sec.-Treas. Thomas R. Donahue, in a message carried on NBC Radio, pointed out that all Americans, including many who may not be conscious of their debt to America's unions, enjoy many union-won benefits, among them Labor Day itself.

In the 1880s, when the labor movement began its campaign to make Labor Day a national holiday, most Americans worked 12 and 14 hours a day, six days a week, Donahue said.

"But year by year, workplace by workplace, industry by industry, union members began to revolutionize American life, to broaden the margins of their lives and to gain precious hours for civilized family life and social life," he said.

Just as labor finally succeeded in establishing the eight-hour day as the standard in American worklife, Donahue said, it was America's union members who fought for and won the benefits many employers—union and non-union alike—today provide as a matter of course, among them vacations, life and health insurance, pensions, safety and health protections on the job.

Driving force

"By raising the dignity and increasing the rewards of work," he said, "unions have repeatedly pressed industry along the path of innovation and change, placing more and more horsepower at the service of manpower, putting more and more powerful tools in the hands of a more and more highly skilled workforce."

In the face of a dramatically changing workplace and a transformation of the nature of work, organized labor views its task as seeing to it that "the new tools of science and technology are used to liberate and amplify the human potential," Donahue stressed, adding that it should be the highest goal of every society to see to it that every citizen who wants to work has a decent, useful job.

America's growing technical skills could result in fewer, not more jobs, unless a clear consensus is developed that will require that the new technology is used "to create jobs, not to destroy them" and the creation of jobs should be "our highest national priority," Donahue told the radio audience.

In a separate radio message heard over Mutual Broadcasting Network and available on the AFL-CIO Audio Service on Labor Day, Kirkland emphasized organized labor's determination to "take back" its traditional observance of Labor Day through the Solidarity Day III events scheduled across the country.

The Solidarity Day III demonstrations, Kirkland said, are the means by which working people "will assert our defense of the gains we have made toward a society that is fair and just to all its members; a society in which no one is excluded or pushed aside."

Labor's expanded role

Workers have long been an energetic part of the political process as individuals and through their unions, he said, adding that the continued exercise of "labor's rightful role in the political process" increasingly depends on exerting "what influence we can and to do so early and effectively."

That is the rationale behind the AFL-CIO's efforts to arrive at an early consensus on the presidential candidate workers would most like to see win, he said.

He pointed out that AFL-CIO affiliates have presented the records of the announced candidates for the nominations to their members, and they are using a number of methods to ascertain the reactions and preferences of their members.

The process is expected to culminate in endorsement of a candidate at the AFL-CIO convention in October, Kirkland said. But he stressed that "the AFL-CIO makes no claim and has no wish to 'control' or 'deliver' the votes of any of the millions of proud and free working men and women who comprise our membership. We treasure a society in which no one can dictate the way any person votes."

The purpose of the AFL-CIO endorsement is simply "to fully reflect . . . the wishes and the interests of our members as faithfully, as vigorously and as effectively as possible," Kirkland concluded.

In other Labor Day media coverage, Kirkland appeared as the guest on NBC's "Meet the Press" on Sunday, Sept. 4.

Jobless rates for minorities continue up

The number of Americans out of work last month remained high as the nation's jobless rate stayed the same as in July, 9.5 percent, the Bureau of Labor Statistics reported.

BLS said there was little change in most categories of unemployment, although there were significant increases in joblessness among black and Hispanic workers. The rate for black workers rose from 19.5 to 20 percent, and the rate for Hispanic workers went from 12.3 to 12.9 percent.

The number of persons unemployed in August, as officially reported by the government, rose by 109,000 to a seasonally adjusted 10,699,000 after declining in July to an adjusted 10,590,000. Because of the seasonal adjustment, the increase was not enough to change the overall jobless rate.

The report showed that total civilian employment rose three-tenths of 1 percent, or 278,000, to an adjusted 101,563,000 over the month. The civilian labor force grew by 386,000 to 112,261,000.

By another measure, which includes the armed forces stationed in the United States as part of the work force, the jobless rate last month rose from 9.3 to 9.4 percent.

In calculating the jobless rate, BLS does not factor in the number of workers who could find only part-time jobs or the number of "discouraged" workers—those who give up looking for jobs because they think they can find none. If these workers were added to the official count, the AFL-CIO estimates true unemployment would be 15.4 million people and a jobless rate of 13.6 percent.

More part-timers

There were 5,789,000 Americans working part-time last month, compared with 5,636,000 in July. The number of discouraged workers — reported by BLS on a quarterly basis—was 1,709,000 at the end of June.

BLS Commissioner Janet L. Norwood cited the rise in employment and a lengthened factory workweek in August as signs of an improving labor market.

The jobless rate for adult men in August remained the same as in July, 8.8 percent. The rate for adult women inched up from 7.9 to 8 percent. The rate for teenagers rose from 22.8 to 23 percent. For black teenagers, the measure showed 53 percent unemployed, up from 48.1 percent.

In four of the 10 largest states, jobless rates were at double-digit levels and were higher than the previous month. Michigan's jobless rate was the nation's highest, up from 13.1 percent in July to 14.3 percent in August. Illinois was at 11.7 percent, Pennsylvania 11.5 percent, and Ohio 11.1 percent.

The number of workers on nonfarm payrolls fell by 411,000 to a seasonally adjusted 89,791,000 in August. But Norwood said the decline reflected in large part the since-settled strike against American Telephone & Telegraph.

The AFL-CIO American

Federationist

VOL. 90, NO. 4 SEPTEMBER 10, 1983

Impressions of Israel and Its Workers

MURRAY SEEGER, AFL-CIO Director of Information

The relationship between organized American labor and Israel is far older than the state of Israel itself. At the 1917 convention of the American Federation of Labor, in Buffalo, N.Y., a resolution was approved which recognized, "the legitimate claims of the Jewish people for the establishment of a national homeland in Palestine on a basis of self-government."

Thus, the leaders of organized labor were far ahead of most other Americans in supporting the Zionists' dream long before it became a reality with the establishment of Israel in 1948.

It was in that spirit that a delegation of union editors visited Israel early this year as the guests of Histadrut, the Israeli labor federation which also is older than the state of Israel.

Many American labor representatives over the years have enjoyed the generous hospitality of Histadrut, but the 1983 tour had a special atmosphere about it.

In its brief tortured history, Israel has rarely been under the political pressure it faces this year. The external threat from its enemies continues as ever; internally, political division has been heightened following the recent battles between the Palestine Liberation Organization and Israel.

In typical Israeli fashion, the controversies were fully explored by the hosts for the benefit of the 12-member American labor delegation.

The editors and their wives and husbands began their visit in Tel Aviv with tours of the Histadrut headquarters and of its institutes for training labor leaders from Africa, Asia and Latin America.

As most American unionists know, Histadrut is far more than a federation of trade unions. The organization also owns major businesses and operates the major health care system for the entire country.

These enterprises date from pre-war years when under the British government in Palestine, Histadrut was the source for investment capital for new Jewish-owned businesses. To provide health care for its members, Histadrut established Kupat Holim, the national medical insurance program.

The labor tour included visits to these arms of Histadrut as well as a briefing from an officer of the Israel Defense Forces.

In addition, the union editors met with leaders of the Labor Party, which is closely allied with Histadrut, and with an official of the Foreign Ministry who explained official government policy toward Lebanon, other Arab neighboring states, and the rest of the world.

The editors met with representatives of the Arab minority in Israel and toured the border of Lebanon where only recently Israeli settlements have been able to live in relative peace with the removal of PLO terrorists bands from the region. Included in the tour to the north was an overnight stay at a border kibbutz (a collective farm) and a visit to a moshav (a cooperative farm).

One of the high points of the tour was the day spent by individual editors with representatives of counterpart unions. From those visits, several of the editors wrote stories for their own publications.

The Israeli hosts lived up to their reputation for making their visitors work hard. There was time, however, for a sampling of some of the great tourist sights available in Israel, particularly the Sea of Galilee, the Dead Sea, Bethlehem, Masada and, above all else, Jerusalem.

The editors were unanimous in their praise for the content of their trip and the generous and courteous spirit with which it was offered by their Israeli hosts.

Members of the delegation were: Murray Seeger, Director of Information, AFL-CIO, chairman; Lorraine Swerdloff, Service Employes International Union; M. J. Brenne, Association of Flight Attendants; Michael Wood, International Brotherhood of Boilermakers; Marshall Donley, American Federation of State, County and Municipal Employees; Sam Marshall, International Union of Operating Engineers, Pat Strandt, Cement, Lime, Gypsum and Allied Workers; Kim Fellner, Screen Actors' Guild; Burt Beck, Amalgamated Clothing and Textile Workers; Carolyn Jacobson, Bakery, Confectionery and Tobacco Workers; Trish Gorman, American Federation of Teachers; Robert Harmon, National Education Association.

These are excerpts from articles written by some of the union editors who visited Israel during March 1983 as guests of the Histadrut.

LORRAINE SWERDLOFF, assistant editor, Service Employee

In the beginning there were only workers, drawn to Palestine to escape persecution and carve a Jewish homeland out of the desert.

Using funds contributed from abroad, the pioneers set up agricultural cooperatives—reflecting their heritage of European socialism—to establish a productive and self-sufficient society. They financed immigration, started schools, built roads and settlements, and developed industry and commerce.

In 1920 they created an organization called Histadrut, the General Labour Federation of Israel, to represent all the workers. But Histadrut was more than a labor union. It was a mutual aid society, training waves of immigrants for the jobs at hand and employing them in labor-owned businesses. In keeping with their socialist ideals, Histadrut members set aside a portion of their wages to provide health care for all.

This unique society created by labor continues to thrive in Israel. Today 85 percent of the country's workers belong to Histadrut labor unions. One quarter of all workers are employed in labor-owned businesses. And the Histadrut Sick Fund has become a nationwide system of health insurance and medical care serving 78 percent of the entire population of Israel.

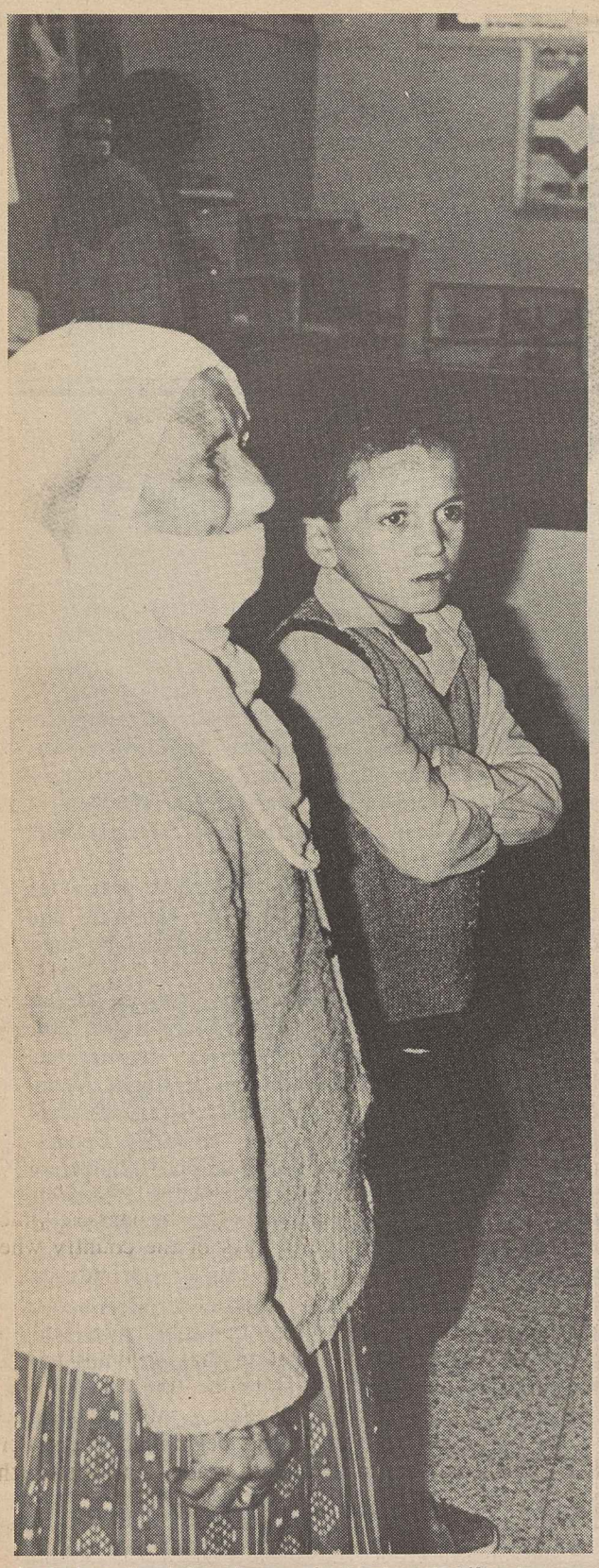
As Israel has grown, the first public buildings in new settlements often have been Kupat Holim clinics. Today, in a country the size of New Jersey, Kupat Holim operates 1,250 primary healthcare clinics, at least one for every community in the country.

Histadrut members see family doctors, pediatricians, and gynecologists at these clinics for free diagnosis and treatment. Prescriptions cost about 15 cents each. When needed, workers receive free care at district clinics, regional health centers, and eight general hospitals.

The organization also operates labs, physical therapy institutes, pharmacies, eye-and-ear clinics, three psychiatric hospitals, geriatric daycare centers, convalescent homes, and vacation resorts—fulfilling Histadrut's philosophy of affordable recreation for workers.

Kupat Holim's mobile healthcare teams visit

At Beilinson Hospital, a Kupat Holim facility near Tel Aviv, all workers—such as the cardiac care nurses, above, and food service workers, right, are members of Histadrut unions.



An Arab mother brings her son for treatment at Kupat Holim's Tayibeh Clinic.

homebound patients. Factory clinics provide on-the-job care and monitor occupational hazards. Kupat Holim conducts medical research and trains nurses, technicians, and physical therapists. And it offers dental care at cost in 70 dental clinics.

Two thirds of Histadrut dues go to Kupat Holim. Single workers contribute 3.6 percent of their salaries, and married workers pay 4.5 percent, with a 25 percent discount to one spouse in a two-income family. Employer contributions are equivalent to 4.8 percent of the workers' salaries.

What happens when you've been hired by a Kupat Holim hospital? What are your working conditions?

First, you belong to Histadrut, the national labor federation, and to one of its component trade unions. Unlike the United States, where workers at public hospitals were not allowed to organize until 1974, Israeli hospital workers belong to unions representing all sectors—nurses, pharmacists, technicians, clericals, building maintenance, laundry workers, even administrators. In fact, every trade and profession in Israel except law enforcement is represented by a national union created by Histadrut.

Second, you won't find much of a gap between your salary and the pay of doctors and administrators. The socialist principles of Israel's labor movement have compressed salaries throughout the country, with professionals earning considerably less than they do in the U.S.

The highest-paid hospital workers—doctors, nurses, pharmacists, microbiologists—earn only about twice what is earned by the lowest-paid employees—dietary and cleaning workers and some clericals.

In fact, many nurses earn more per hour than doctors. The National Union of Nurses won a reduction in the work day from eight hours to six, with no reduction in pay. But doctors often increase their earnings through private practice.

Third, since Histadrut owns all Kupat Holim healthcare facilities, you are a worker employed by workers. So when your trade union bargains with hospital administrators—also union members—labor is negotiating with labor.

MICHAEL WOOD, managing editor,
Boilermakers-Blacksmiths Reporter

Chaya Gerstler is a fighter. She has fought to establish a Jewish homeland in Israel. She has fought to build Histadrut, the General Federation of Labor. She has fought as a woman and a mother against discrimination of all kinds. Today she is in the forefront of "Peace Now," an organization and movement which is devoted to peace and justice in Israel.

This sixty-ish grandmother, who is related to the late Golda Meir, the remarkable woman who guided the destiny of the Jewish state, is an activist of the first order.

She currently is secretary of the Union of Metal Workers, and her duties include negotiating contracts and servicing its membership. Her husband, Moishe, a welder, is a rank and file member of her union.

On a particular day Chaya informed me we were to visit a plant and an exhibit of industrial equipment manufactured in Israel. On the way back from the exhibit we drove through one of the most beautiful tree-lined streets I had ever seen.

I told Chaya the trees were magnificent, as I gazed upwards at their lofty tops.

"I planted many of these trees in 1947," Chaya said matter of factly, "they were so tiny then and I still get a thrill no matter how often I pass to see how tall and strong they've grown. They have grown as Israel has grown. They are solid and will last," she said.

Right about then Chaya pulled her small auto over to the side of the street and parked. She pointed across the avenue, a busy thoroughfare with city buses coursing through on both sides. "I used to ride those buses as protection for the Jewish settlers during the British time," she said. Chaya went on to relate how as a young woman of sixteen she joined the Hagannah, the Jewish underground, which was fighting to establish a Jewish state. The military instruction she received enabled her to disassemble a Bren sub-machine gun and then put it back in working order.

"We have lived among Arabs for centuries and some are friendly and sympathetic to our cause, especially the Druse," Chaya stated. She was referring to an Arab Moslem sect who serve in the Israeli armed forces and have members in the Knesset, the Israeli parliament. "But in 1947 the Arab sheiks and kings were determined to destroy the Jews and the early beginnings of the drive for a Jewish state in the Mideast. They feared that a modern Jewish state would change the feudal patterns that existed at that time in Arab life and in many instances remain unchanged today."

Her eyes, dead set on mine, took on a shine and brightened with each word. I asked her how she protected settlers with the Bren gun when the British Army policed Palestine in those years.

"They were very polite," she said, referring to the British constabulary. "They only searched the men. So I broke the Bren gun down. The top I put in my brassiere and the bottom in my skirt. I put on heavy clothes and wore a heavy coat. They never searched me." She told of going to the back of the bus with her assigned partner, and there she sat waiting for the Arab terrorists. When they got on the bus to threaten the Jewish settlers, she quickly assembled the Bren gun and passed it on to her Hagannah partner. He took care of the rest.

"Did you ever have to use the gun yourself?" I asked. She nodded her head. "Many times—many times," she said, and I could not help hearing a note of regret and remorse in her voice as she spoke. "You are still fighting," I said, alluding to the recent action in Lebanon by the Israeli defense force.

"Yes, we are," she acknowledged. "We have been fighting ever since I can remember. But conditions are better today for peace than they ever were."

"Do you think it will come soon?" I asked.

"It can't come soon enough," Chaya shot back. "I have grown children and grandchildren and I want them to live in a world of peace which I and my generation have never known." I nodded understanding.

CAROLYN JACOBSON, managing editor,
Bakery, Confectionery & Tobacco Workers News

We visited and stayed overnight in the guest house at Kfar Giladi, one of the oldest kibbutzim in Israel.

At a kibbutz the principle of private property is abandoned. It is worked as a single economic unit. No wages are paid. All members needs are met by the kibbutz. There are some 110,000 people living in 250 kibbutzim throughout Israel.

Many kibbutzim maintain a guest house which provides revenue.

I was particularly pleased to see how this kibbutz, which was rather old and well-established, was dealing with its large number of senior citizens.

Some years ago when the members became aware that many of their numbers were getting on in years, they commissioned a study at one of the universities to find an industry in which their senior citizens could work and continue to lead productive lives. They discovered an optical plant would fit their needs, and as a result, today their senior citizens are working at an optical facility on the grounds of the kibbutz.

Kfar Giladi and other kibbutzim in that area are currently confronted with an interesting problem. As the kibbutz grew, it was faced with a shortage of labor, generally unskilled. In 1967, "the good fence," the fence between Lebanon and Israel in that area, was opened each day for the Lebanese to come into Israel. Many of the Lebanese found work in the kibbutzim, which today arranges to have them picked up at the fence in the morning and brought back in the evening.

Although they are doing menial work, these workers' wages are higher than what they would make in Lebanon. They are Histadrut members and are entitled to health care through Kupat Holim which also has a branch on their side of the border.

The problem faced by the kibbutzim is that they are philosophically against paying wages. Also, the jobs these people are filling are on the bottom of the ladder.

On the way to the kibbutz, we stopped at a moshav called Nahalal. The moshav is based on small holdings cultivated independently by each family. The large machinery is owned cooperatively, their produce is marketed collectively, and together they purchase seed, fodder, and other supplies. The family whose home we were invited into lived extremely well. This moshav is the oldest in Israel and was designed in the shape of a wheel. The spokes are for security and for social reasons—so that every farmer should have the same distance to walk in the mud.

Histadrut's social services include accommodations for convalescents—and vacationers—including this facility in Tel Aviv.

PAT STRANDT, editor,
Voice of the Cement, Lime, Gypsum & Allied Work

"We are proud of our management-employee relations," Simcha Nir, head of personnel at Nesher, Israel Cement Enterprises Ltd., stressed in an interview. "All are members of Histadrut," Nir added, "and the company policy is identical to the manpower policy of Koor, the union of the workers."

"Cement is one of the basic industries in Israel," Nir said, noting that Israel has three cement-manufacturing plants. It has total production of around two million metric tons and a plant and office workforce of about 730. Fifty percent of the industry is owned by Histadrut and Koor and 50 percent by Clal, a holding company.

"We are proud that many employees are third generation at the Haifa plant and second generation at the plant in Romle," Nir said. This reflects the situation in many U.S. cement plants, as well.

In the U.S. and Canada, the cement industry is 87 percent and 100 percent unionized, respectively.

Nir was fascinated by CLGAW's extensive safety and health program for its members, especially cement-plant workers.

In response to his interest, the union has sent him the CLGAW safety and health manual, a number of U.S.-published articles on the hazards of cement dust, and back issues of the union magazine containing health-related articles.

Academic success and a national sense of purpose are on the curriculum at the Bialik School in Tel Aviv.

TRISH GORMAN, editor,
AFT American Teacher

At Bialik school in south Tel Aviv there is a spare, simple reading room that is dedicated to former students of the school who died in the Six Day War in 1967 and the Yom Kippur War in 1973.

The photographs of these soldiers, arranged against one wall in the shape of a lamp and flame, reveal the dedication to national survival that pervades Israeli life—including education. It is in many ways unconscious: youngsters at school take for granted the iron fence that surrounds their school and that is guarded by parent volunteers; they think little of their monthly drills in which they file into the school's bomb shelter.

But it is part of a universal agreement to preserve the state and its institutions, and it makes visitors envious of the country's strong sense of purpose—a purpose that is part of daily school life.

"Our national beliefs have never passed out of fashion here," says Bialik vice principal and biology teacher Nurith Perl.

Bialik school is located in what is referred to as a "disadvantaged neighborhood," populated in large part by "Oriental" Arabic-speaking Jews. It is a drab part of town, sitting in the center of what is called "'Central Station," the main area from which buses come and go from points throughout Israel.

It is also a dangerous area. Because of Central Station, the area is a target of terrorist attacks; usually about once a year an incident occurs, says Perl. Bialik school is thus discreetly but carefully guarded.

But Perl and the 45 other teachers at the school are determined to make Bialik an oasis. In each window is a box of geraniums, with more being grown in the school's roof-top greenhouse to be given away to local parents in an effort to brighten up the neighborhood.

And although the school—which serves grades one through eight—is old, its facilities few and its equipment sparse, the youngsters have achieved academic success. Third graders who were given the standardized reading comprehension and math tests scored at or above average, said Perl.

The teachers in the school also are determined that all the children learn Hebrew—about half the students come from Arabic-speaking families—as quickly as possible. A common language in Israel society, notes Perl, is an important national goal that does not generate unusual controversy.

For Bialik teachers, half of whom were not born in Israel (they have come from Poland, Germany, Russia, Lebanon and Morocco), there is little disagreement on this issue. Hebrew should be the prime language of instruction, and it should be learned as quickly as possible. The school also offers courses for parents, who are anxious to learn Hebrew. "They don't think there should be a 'home' language," says Perl matter-of-factly. "They don't desire to be in another country."

As with 80 percent of the teachers in elementary schools in Israel, Perl is a member of Histadrut, the national federation of labor, which plays a unique role in Israeli life.

"We believe that if you want to have any sort of power, you should be part of the union," she says. Last year the teachers did go on strike—along with the high school teachers, whose union is not affiliated with Histadrut—because they were not getting their salary on time. "The PTA was united with us; the public and the parents were with us," she recalls. She acknowledged that when a strike drags on, parents begin to complain, "but their differences with us are not ideological."

Histadrut does not address itself solely to trade union issues; it is closely entwined with the economy and social services of the nation. Histadrut owns the largest health insurance company and numerous health care facilities and clinics. It has a "labor economy" section, owning a major bank chain, a department store chain and other businesses, which were created in the early days of the country when there were workers but virtually no industry or managers with which to negotiate.

Thus, it is this sense of responsibility for building up a relatively young nation that becomes part of the credo of both labor and education.

"If you want to truly educate, to teach values, you have to start from the beginning," says Perl. "When they get to the eighth grade, you can see the fruits of your work."

At Bialik school, those fruits continue beyond the eighth grade, however, "Often the soldiers—former students—will come back to say hello," she says. "For me, that is our prize for teaching."

M. J. BRENNE, communications director,
Association of Flight Attendants

Smadar Yechieli, an Israeli flight attendant with El Al Airlines, speaks English slowly and carefully but far from dispassionately. She is describing the flight attendants' latest contract, the result of months of strife with the company and the Israeli government and by far the worst contract in her eight years with the carrier. She ticks off giveback after giveback: a 25 percent cut in hourly salaries; major concessions in leave time, crew complement and working conditions.

"With all the reductions, it seems like a 50 percent cut from our previous contract," Yechieli sighed. Sixth-year flight attendants now earn $352 for a maximum 75-hour month. A sixth-year senior supervisor makes $753 per month.

There is no bidding for lines of flight. "Flight attendants must have a special reason for requesting a flight," said Yechieli with a frown. Turnaround on some trips have been slashed. For example, the Tel Aviv/London trip used to require an overnight layover; now it is two hours. Crew complement has been cut to a minimum one per door for 747s and a minimum of three attendants for 707s and 737s.

It's difficult for Yechieli to predict whether there will be any improvements when the contract comes up for renewal in January 1985. There may not be enough flight attendants left to fight for changes. "The company is trying to make it so difficult that flight attendants will leave," she said angrily.

In January, El Al cut its workforce by more than 440 employees. Another 500, including 70 permanent flight attendants, are expected to go by the end of the year. The furloughs are part of the carrier's plan to cut costs.

The announcement of this move followed a four-month strike that ended in January. According to Yechieli, the company is trying to reduce the permanent flight attendant workforce to 150—it now stands at 410—and fill in as needed with part-timers. The company stopped hiring permanent flight attendants seven years ago.

Yechieli is deeply troubled by the concessions, both as a flight attendant who must work under the contract and as a union official who feels responsible to members. She is the only woman on the union's five-member executive committee. Speaking out against company demands, she may be a voice in the wilderness. "Many of the other women don't want to get involved," she stated.

Women account for 50 percent of the union's membership, much less than AFA's approximately 85 percent. Men and women have shared the same contractual status since 1973 when all rights and conditions for flight attendants of both sexes were equalized. Discriminatory rules against marriage and children were also eliminated then.

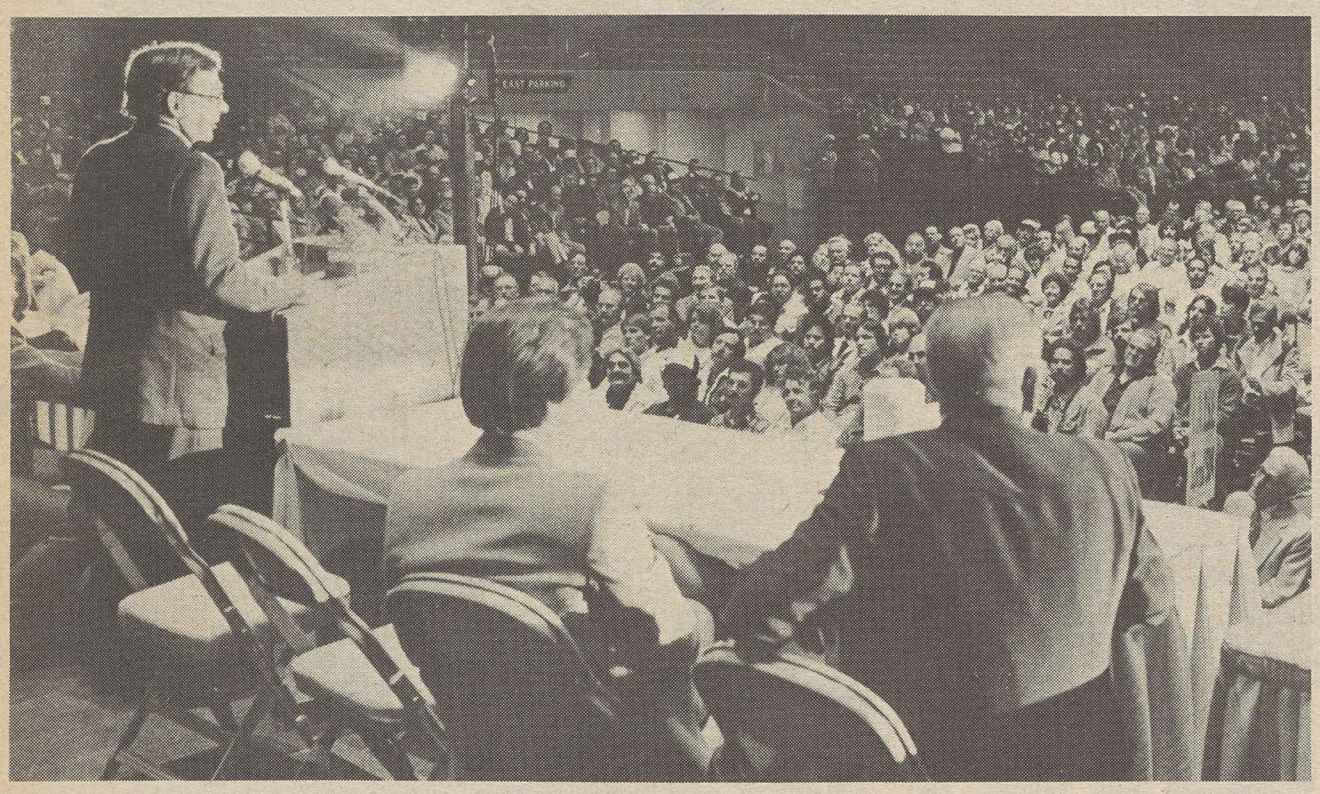
But since then, ill feelings have developed as many male flight attendants have felt entitled to higher positions and better pay than women.

As Yechieli sees it, the flight attendants' position was further compromised by the nation's conservative government which elbowed into the labor dispute in a successful move to consolidate and weaken the airline unions.

There are other complicating factors: several years of wrenching three-digit inflation, a subborn wage gap between men and women (at 70 cents to the dollar still an improvement over 59 cents to the dollar in the U.S.), and religious sentiment against working women in a country where leaders of the Orthodox Jewish faith exert influence over business and social custom.

Yechieli seems oblivious to those stubborn facts as she cuts the interview short to take off for a lawyer's office. She's late for a meeting with three pregnant flight attendants and another round in her latest bout: a reduction in pregnancy benefits. If the reduction is illegal, she is determined to become as familiar with the inside of a court room as she is with the cabin of a 747.

TAKING THE PULSE OF THE RANK AND FILE



State and local trade union leaders declare almost unanimous agreement about what they consider to be the major issues of the day and how to solve them.

Among other things, they believe strongly that:

- Unemployment is the most important of public issues, followed by high health costs and interest rates and the need to improve education.
- The federal government should take the lead in rejuvenating the economy, through proper application of job creation, foreign trade and credit policy.
- Social programs, like workers' compensation, unemployment compensation, social security, and public assistance to the needy, are inadequate to meet current needs.

Remarkably high levels of agreement on these and a large number of other union and public issues were voiced by state and local leaders during a survey in which participants gave their views anonymously at this Spring's AFL-CIO Regional Conferences held in seven cities. The survey grew out of suggestions from participants in the 1982 conferences. AFL-CIO staff developed the questionnaire with the help of a professional in the field, consultant Jane Watkins.

The 1,882 survey participants, two-thirds of those who attended the conferences, were asked to give their personal opinions, rather than what they felt was AFL-CIO policy.

Respondents included both paid staff members of national, state, and local unions (almost 60 percent) and unpaid officers and leaders. Among them, 17 percent were women, nine percent were black and five percent were Hispanic. Fifteen percent were public employees.

SOCIAL ISSUES

Commenting on social issues, participants agreed most closely that: not everyone who needs unemployment benefits can get them (96 percent) the Reagan Administration has reduced health care benefits (93 percent), a universal federal health insurance plan is necessary (81 percent), the government should not tax employer-paid health premiums (86 percent), publicly funded child care centers are needed for the children of working parents (81 percent), unemployed parents with children need more public assistance (90 percent).

By 71 percent to 24, they agreed with the statement that social services "help people to become more self-sustaining." Five percent had no opinion.

ECONOMIC ISSUES

On economic issues, the participants agreed most in declaring that the federal government should supply direct financial assistance to the housing industry (79 percent), that recent natural gas price increases are unjustified (82 percent), and that the government has not succeeded in slowing down price increases for the things they buy (72 percent).

The participants shared considerable uncertainty, at the time of the survey, about their own economic futures. More than three-quarters (76 percent) disagreed with the statement: "I am confident that I will be better off economically at the end of 1983 than I am now." Almost two-thirds (61 percent) said that they feared that they or some other family member might lose their jobs in the next year.

The participants emphasized the firmness of their opinions on economic matters. In most cases, more said they "strongly" agreed or disagreed with the survey questions than those who merely agreed or disagreed, or those who slightly agreed or disagreed.

And, they rejected the proposal that the U.S. Constitution be amended to require a balanced budget by 64 percent to 33 percent, with three percent having no opinion.

Opinions were more diverse on two issues. Asked whether "an industry that pollutes air or water and cannot afford pollution control equipment should be shut down even if workers lose their jobs," 42 percent said yes, 54 percent said no and four percent had no opinion. Forty-four percent said yes and 52 percent said no when asked if uniform income tax rates at all income levels would be better than the present system of higher rates for higher levels of income.

The participants were not saying, however, that the rich should pay less taxes. Asked to choose the three best ways for the federal government to raise taxes, if necessary, the participants put "increase corporate taxes" first (29 percent), followed by canceling the 1983 income tax cut for those earning over $40,000 (24 percent) and increasing income tax rates on high incomes (22 percent). Proposals to enact sales taxes or increase all income tax rates, as well as repealing tax deductions for mortgages, medical care costs, and accident losses, were the choice of less than 10 percent.

Those surveyed indicated that job creation and foreign trade policy, along with credit and interest rates, are the most important areas for national concern in economic matters. And they consistently agreed that government blunders in these areas are the responsibility of the Reagan recession.

Asked to choose the three most important categories contributing to the recession, they picked tight-money policies and high interest rates (29 percent), foreign trade (24 percent) and federal budget deficits (15 percent), with federal tax laws (13 percent) running a close fourth.

As to who was responsible, 36 percent said President Reagan, 20 percent said big business, and 19 percent blamed the president and Congress together. The Federal Reserve Board was blamed by 13 percent. Congress, alone, was blamed by five percent, and three percent blamed previous presidents.

Perhaps as a consequence of these feelings, 55 percent agree that the President, Congress and the Federal Reserve Board should jointly set credit and money supply policy, while a scant one percent think the president should set that policy alone.

Asked to select the three most important actions needed to revive the national economy, the respondents chose creation of more jobs (25 percent), restriction of imports (23 percent) and lowering of interest rates (21 percent). Decreasing taxes was the choice of only two percent, and more federal spending cuts were chosen by barely one percent.

The three most popular measures cited for creating jobs for the unemployed were investment in public works projects (30 percent), government investment in the revival of depressed industries and areas (28 percent) and provision of money to the states for public jobs (18 percent). Only nine percent approved of tax credits for employers who hire long-term unemployed persons; two percent favored reduction of business and individual taxes; and no one approved of reducing federal minimum wages for youths in summer. Lowering youth minimum wages would only displace adult workers or increase business profits without adding jobs, according to 92 percent of those surveyed.

An overwhelming 96 percent of all participants feel the government should channel credit to necessary projects when it is in short supply.

To improve the United States' foreign trade position, the participants favored reduction of tax incentives for U.S. firms to invest abroad (22 percent), enactment of "domestic content" legislation for the auto industry (21 percent) and imposition of quotas on imports (20 percent). Negotiations to reduce trade barriers to U.S. exports and to limit imports into the U.S. found favor with 14 percent and 13 percent of the participants, while only two percent favored reducing the value of the dollar against foreign currency.

The survey participants indicated strong feelings that employers should be held to account if they hire illegal immigrants. They were asked to choose three measures the government should take to stem illegal immigration. The most popular measure was "penalize businesses that hire illegal immigrants" (33 percent), closely followed by "require employers to check identity of all newly hired workers" (30 percent). Tighter border enforcement found favor with 25 percent. Five percent called for higher legal immigration quotas but only four percent found enlarged temporary quotas for foreign workers acceptable.

DEFENSE SPENDING

Reagan Administration plans to increase defense spending found little favor among the survey participants. Eighty percent of them said the Administration plans to spend too much on defense, and 61 percent would prohibit any increased defense costs. Only 32 percent favored tax increases to pay for increased spending. Thirty-nine percent felt that excessive defense spending was the most important cause of expansion of the federal budget deficits during the last two years—second only to rising unemployment, named by 43 percent of the participants.

STATE-LOCAL ISSUES

Although 29 percent of the survey participants said increasing corporate income taxes was the best way to raise more money for state and local governments, their second most popular choice was operation of lotteries (24 percent). Third choice, with 19 percent, was sales taxes on selected items such as alcohol and tobacco.

Ninety percent said yes, when asked if states should require "that a list of economic, safety, environmental and social conditions be established and met in order for the legislature to approve siting for any nuclear power or waste disposal facility."

Most participants also wanted states to pass laws allowing home buyers to assume moragages at the same rate paid by the previous owners (83 percent) and 86 percent advocated holding state retail

LEADERS RANK KEY ISSUES

Unemployment ranked far ahead of other public issues considered most important by the survey participants.

Given a list of 15 public issues and told to pick five, here is how state and local union leaders listed them in importance.

Unemployment	19 percent
Health costs	11 percent
Interest rates	11 percent
Education	9 percent
Foreign trade	7 percent
Social Security	7 percent
Energy	6 percent
Crime	6 percent
Inflation	5 percent
Civil rights	4 percent
Taxes	4 percent
Federal deficit	4 percent
National defense	3 percent
Public welfare	2 percent
Consumer rights	2 percent

credit interest rate ceilings to no more than 12 percent annually.

SOCIAL SECURITY

The survey participants believed very strongly that the Social Security system should be strengthened and that its benefits should be improved.

Eighty-five to 88 percent declared that Social Security benefits for the retired should be increased, that the eligibility age for retirement benefits should not be raised, that lower benefits were not preferable to higher taxes, that participation in the system should continue to be compulsory and that the system should continue to offer survivors' and disability benefits and medicare.

While 76 percent agree that general revenue funds of the government should supplement contributions, about 40 percent expressed some concern that "Social Security will be out of money before I retire."

Respondents reflected some wrong impressions on details of the social security system and how it works.

WORKERS' COMPENSATION

The group expressed strong reservations about the equity of state worker compensation laws, and 76 percent said a federal law covering occupational diseases would improve conditions for workers' compensation.

At present, they said, there are too many lawyers involved in worker compensation cases (78 percent), benefits are not easy to get for those entitled to them (82 percent), the methods of applying for benefits are unclear (73 percent), and employers try to prevent workers from getting benefits (90 percent).

A wide majority disagreed with the statement that too many workers receive benefits through fraud, and 78 percent rejected the idea that workers should contribute to the worker compensation system.

UNEMPLOYMENT COMPENSATION

Feelings were much the same on the equity of the unemployment compensation laws, with one difference.

Asked whether workers should contribute to unemployment benefits if the contributions would improve the benefit program, 47 percent said yes, 48 percent said no, and 5 percent had no opinion.

However, 79 percent said current benefits are too low and their duration is too short. Also, 74 percent felt that appeals of denials are difficult, 68 percent rejected the statement that too many people are collecting benefits without entitlement and 83 percent said employers often misrepresent the facts to deny benefits to former employees.

The group was split over whether benefits should be denied to those who quit work voluntarily or who are fired for misconduct. A total of 54 percent said that those who quit should get benefits, and 57 percent would give benefits to those fired on misconduct.

OCCUPATIONAL SAFETY AND HEALTH

While indicating a strong belief that the Occupational Safety and Health Act has done some good, 70 percent of the participants expressed concern that OSHA is weaker than it used to be. Sixty percent agreed that OSHA inspections would improve the safety and health conditions of their workplaces most or some of the time. Seventy-three percent agreed that their employers act responsibly most or some of the time when health and safety violations are pointed out.

As to current conditions, 55 percent believe that conditions in their workplace rarely or never cause injury to workers, but on the other hand 52 percent said there are nearly always serious health or safety hazards in their workplaces.

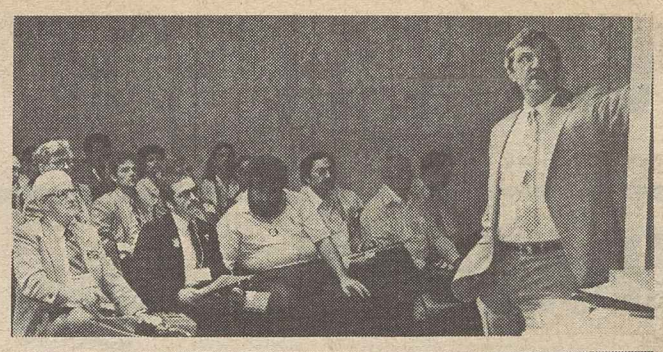
UNIONS ON THE RIGHT TRACK

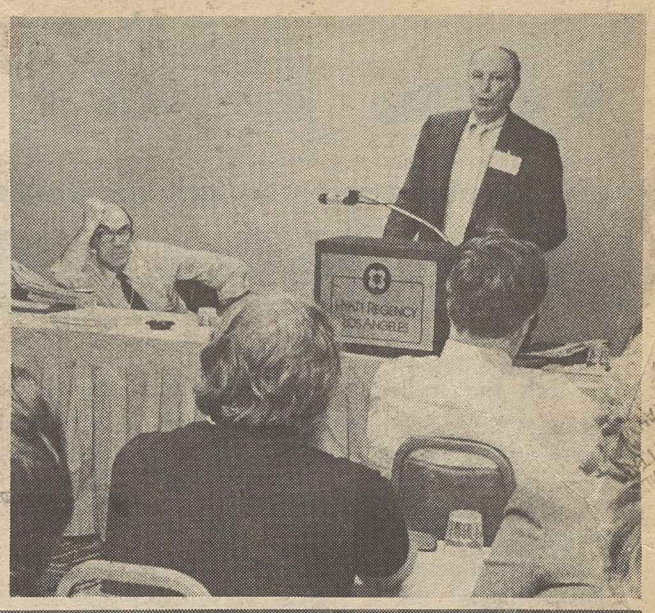
Respondents to the regional conference survey share an "overwhelmingly positive" feeling about union activities. Majorities of 80 to 90 percent say they feel "good" or "very good" about their own union and the AFL-CIO.

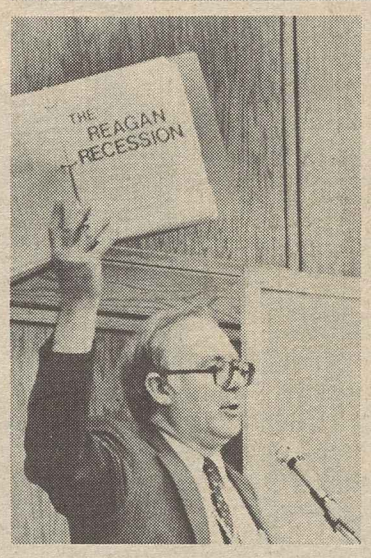
"There is no 'gender gap,' 'age gap' or 'ethnic gap,'" they continue. And the same unity holds true between staff and non-staff participants, as well.

Moreover, the preliminary analysis shows that:

"The front-line leadership of our unions in the field—ranging from building trades to industrial, service, public sector, maritime, rails, blue collar and white collar—shares a remarkable degree of unanimity on issues. Regardless of union affiliation, this leadership shares common views."







PRESIDENT REAGAN'S "LABOR GAP"

President Reagan suffers a "labor gap" of mammoth proportions, according to the results of the opinion survey taken during this year's AFL-CIO Regional Conferences.

Ninety-six percent of the participants disagreed — 79 percent "strongly" — with the statement: President Reagan is doing a good job as president.

This, analysts say, means their confidence in President Reagan "comes about as close to zero as possible in an opinion survey."

EDUCATION

The survey showed deep concern with the quality of American education, with 81 percent of the participants of the unqualified opinion that the quality of education in public schools is not as good as it should be.

Seventy-four percent oppose cutting back federal loans to college students. Seventy-eight percent support federal funding to improve math and science studies. And 46 percent would give the same support to foreign language studies.

On the question of whether tax deductions should be allowed for the expense of sending children to private schools or colleges, 61 percent gave an unqualified no.

POLITICS AND COPE

Grass-roots trade union leaders are politically active and strong believers in COPE activities, according to the survey results.

Ninety-five percent have contributed money to COPE funds, 92 percent to candidates for state and local office and 90 percent to candidates for national office. A full 100 percent said they were willing to conduct voluntary authorization drives for COPE check-offs in their own unions.

In addition, a wide majority have taken part in local union voter registration and get-out-the-vote drives and would do so in 1984. Most also would work to stimulate political activity among their fellow union members.

Majorities from 69 to 80 percent felt the materials provided by the AFL-CIO to local unions to assist in political involvement of their members are very useful.

On effectiveness of their state labor councils, 81 percent say their councils have a "major" or "fair degree" of influence with their state legislatures. Sixty-eight percent believe their state bodies conduct effective COPE programs, while 57 percent feel the same way about their local central bodies.

COMMUNICATIONS

The participants answered that they depend on major network television stations, large daily newspapers and radio for their national and local news, but they have reservations about the news media's coverage of labor affairs. The majority said the trade union movement should spend more on television programs.

For national news 29 percent said they turn to major television networks, 20 percent to large dailies, and 14 percent to radio. For local affairs, 23 percent rely on large dailies, 21 percent on major television stations, and 20 percent on radio. Eighty-five percent read their hometown newspapers regularly, 86 percent read their own union's newsletter, and 79 percent read the AFL-CIO News.

Most recalled seeing news about labor only occasionally in the general news media. Seventy-four percent answered that they see or hear positive news about unions occasionally, but 62 percent say they see or hear negative news regularly.

Ninety-one percent said unions and the AFL-CIO should spend more money on television programs. On content, 96 percent felt the AFL-CIO should prepare programs on public issues, 93 percent on union procedures, 87 percent on dramas about workers and 82 percent on a mixture of entertainment and documentaries.

ORGANIZING

Most of the survey participants, 72 percent of whom have organizing experience, felt that unions should press organizing drives now, even though times are difficult.

Seventy-seven percent agreed that organizing is "significantly more difficult" now than it was last year, and 78 percent of those with experience say employers are committing more unfair labor practices now than formerly.

Despite this, 79 percent said unions should not postpone organizing efforts in hopes of a better economic and political climate. Continuing high unemployment will help organizing drives, according to 54 percent.

Ninety-five percent indicated they are willing to help their own unions in organizing campaigns, 89 percent would help other unions in their localities, and 78 percent said their local unions' members will help other unions organize.

And, if political conditions permit, 95 percent believe stronger laws protecting worker rights to organize should be labor's number one legislative objective.

Copies of the reports on the workshops at the 1983 AFL-CIO Regional Conferences, including the preliminary analysis of the conference survey, are available from:

AFL-CIO Pamphlet Division
815 16th Street, N.W.
Washington, D.C 20006

THE DIM OUTLOOK FOR JOBS

UNEMPLOYMENT

According to the National Bureau of Economic Research, the "caller" of business cycle dates and turning points, the Reagan recession lasted 18 months—beginning in July 1981 and ending toward the close of 1982. Since the beginning of the year most economic indicators have shown continued improvement.

The unemployment rate has moved down since the recovery began, but is still at very high levels. In August 1983, the rate remained at 9.5%, down from 10.0% in June and a peak of 10.8% last December. The count of unemployed stood at 10.7 million in August.

Reagan unemployment projections continue to be revised downward, but the unemployment rate remains high for several years, even when the armed forces are included in the employment and labor force figures. The unemployment rate on this basis is currently estimated at 9.9% for 1983, 8.9% in 1984, and 8.2% in 1985. Not till the end of 1988 is the unemployment rate projected to fall below 6.0%.

Discouraged Workers

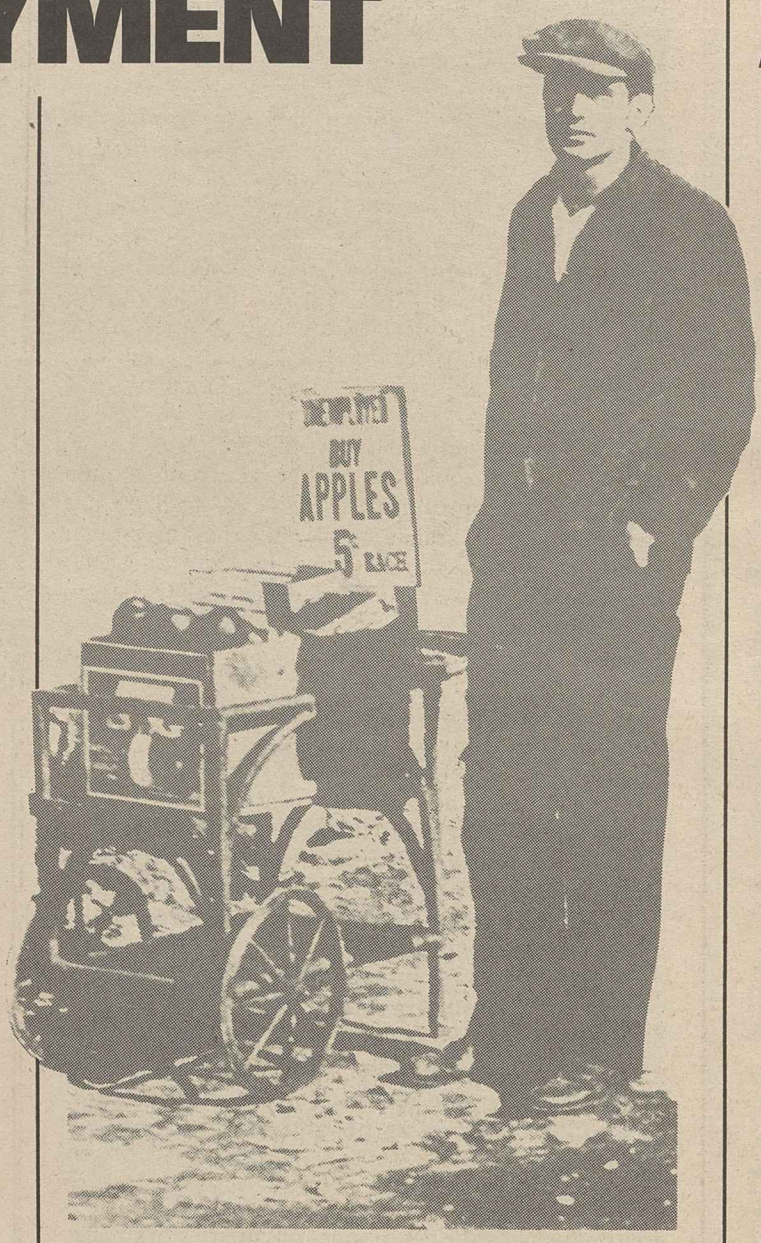
The impact of unemployment is much greater than the official monthly statistics imply. In August 1983, 10.7 million people were officially counted as unemployed by the Bureau of Labor Statistics. An additional 1.7 million "discouraged" workers had given up entirely on the desperate and fruitless search for work. Their plight is not captured in the official unemployment rate.

Of those employed, 5.8 million were forced into part-time schedules because of the slack economy. Thus, over 18 million Americans are suffering job loss and income loss.

Total Experiencing Some Unemployment During the Year

The unemployment figures are monthly statistics. The total number of people hit by unemployment in the course of a year is substantially higher. Since 1959, the total number of workers experiencing unemployment during a year has ranged from 2.7 to 4.2 times the number who are unemployed in any given month.

Thus, in 1982, average monthly unemployment was 10.7 million persons, but 26.5 million workers were jobless during the year—about 22 percent of the workforce. In 1981 the proportion was 19.5 percent.



Unemployment Rates by Population Groups

The number of unemployed increased by one-half (4.2 million) during the Reagan recession from July 1981 to December 1982. Since December, unemployment has decreased by nearly 1.4 million leaving an added 2.8 million people currently unemployed as a result of the recession. Thus, after eight months of recovery, over 65 percent of the recession's unemployed remain.

The degree of recovery has varied among different age, sex and racial groups. Recovery has been particularly slow for adult males and for blacks.

Unemployment Among Adult Males

The unemployment rate for adult men now stands at 8.8%. During the recession their unemployment increased by 77% or 2.6 million. Since December, 735,000 of the 2.6 million have located jobs, still leaving an increase in adult male unemployment of nearly 1.9 million.

Another way to consider it is that 61% of the increased unemployment during the recession occurred among adult men. The nearly 5.2 million adult males currently unemployed constitute 48% of the total officially unemployed. This is five times greater than the average number of unemployed adult men during the late 1960s.

Of all working people, adult men have traditionally had the most stable attachment to the labor force and are proportionately more often the primary income earner supporting families.

There are now over 3.6 million unemployed adult women, for an unemployment rate of 8.0 percent. Of the 1.2 million increase in adult female unemployment from July 1981 to December 1982, 462,000 have regained employment, leaving an increase of 738,000 unemployed adult women as a result of the recession. Over 11½ percent of women who maintain families are unemployed.

Minorities Suffer Depression Level Unemployment Rates

The recovery has brought little improvement in unemployment among blacks. As of August 1983, 98 percent of the unemployment total of December remained. With 2.3 million unemployed, the official employment rate is a staggering 20.0 percent. Unemployment among workers of Hispanic origin was 790,000 in July, 33 percent greater than in July 1981. The unemployment rate now stands at 12.9 percent for Hispanics.

Poor Employment Prospects for Teenagers

Young people just entering the labor market continue to experience very high unemployment rates. The official teenage (ages 16-19) unemployment rate increased from 18.6 percent at the beginning of the recession in July 1981 to 23.0 percent in August 1983. This is an increase of 272,000 unemployed teenagers since the recession began. For black teenagers, the unemployment rate increased from 38.9 to 53.0 percent.

During the recession, there was an increase in white teenage unemployment of 300,000. Over 150,000 have found jobs since the depth of the recession was reached in December 1982, leaving 150,000 additional unemployed white teenagers from July 1981 to August 1983. The unemployment rate has increased from 16.5 percent to 19.8 percent over the full period.

Unemployment by Occupation

Blue-collar workers continue to suffer most from the job losses during the recession. Eight months into the recovery overall blue-collar unemployment remains at a double-digit level of 11.9 percent, ranging from 7.2 percent for mechanics and repairers to 21.2 percent for construction laborers as of August 1983. (These figures are not seasonally adjusted.)

White-collar unemployment currently ranges from 2.9 percent for executive and managerial workers to 6.6 percent unemployed in sales occupations, with an overall white-collar rate of 5.2 percent. Many white-collar workers have been forced into the unemployment line but proportionally far less than blue-collar workers.

Unemployment in service occupations is 10.3 percent with 1.7 million workers unemployed.

Unemployment by Industry

Manufacturing, mining, and construction sectors

Unemployment, 1979-1988

(Percent of Total Labor Force)

(Actual and Reagan Projections Include Armed Forces in the United States)

Actual					Reagan Projections				
1979	1980	1981	1982	1983	1984	1985	1986	1987	1988
5.8%	7.0%	7.5%	9.5%	9.9%	8.9%	8.2%	7.5%	6.9%	6.2%

Source: Mid-Season Review of the 1984 Budget, OMB, July 1983.

Changes in Unemployment

July 1981—August 1983

(Civilian Labor Force)

	Number Unemployed (in thousands)		Increase in Unemployed	Percent Unemployed
	July 1981	August 1983		
TOTAL	7,854	10,699	2,845	9.5%
Males, 20 years +	3,343	5,174	1,831	8.8
Females, 20 years +	2,867	3,609	782	8.0
Teenagers, 16-19 years	1,644	1,916	272	23.0
Black Teenagers	317	445	128	53.0
Women who maintain families	619	670	51	11.6
Whites	5,975	8,029	2,054	8.2
Blacks	1,640	2,347	707	20.0
Hispanic origin	595	790	195	12.9
Full-time workers	6,428	9,022	2,594	9.4
Part-time workers	1,441	1,633	192	10.1

Seasonally adjusted data.
Source: Bureau of Labor Statistics, U.S. Department of Labor.

continue to bear wounds from the recession. While unemployment in manufacturing has decreased from the December 1982 rate of 14.8 percent to a current 11.2 percent, it is nowhere near the recession beginning rate of 7.4 percent in July 1981. Unemployment in durables manufacturing, which includes autos, steel, and machinery, stands at 11.6 percent and in nondurables at 10.6 percent. In mining, unemployment is 16.6 percent.

Even with recent housing start increases, construction unemployment at 18.1 percent remains above the pre-recession level of 15.2 percent.

In the wholesale and retail trade sector unemployment is 9.8 percent; transportation and public utilities, 8.0 percent; and in finance and service industries, 7.2 percent. The overall unemployment rate for private, non-agricultural wage and salary workers is 9.8 percent, well above the July 1981 unemployment rate of 7.3 percent. The continued high unemployment rate among agricultural wage and salary workers, at 14.6 percent, reflects the depressed condition of the farm sector despite eight months of economic recovery.

Unemployment by Occupation

August 1983

Civilian Labor Force (Not seasonally adjusted)

Occupation	Number of Unemployed (Thousands)	Unemployment Rate (%)
Total, 16 years and over	10,411*	9.2*
White Collar	2,988	5.2
Managerial and Professional Specialty	819	3.4
Technical, Sales and Administrative Support	2,169	6.4
Blue Collar	3,955	11.9
Precision Production, Craft and Repair	1,305	9.3
Operators, Fabricators, and Laborers	2,650	13.8
Services	1,660	10.3
Farm Workers	408	8.3

* Total includes persons with no work experience not shown separately.
Source: "Employment Situation," Bureau of Labor Statistics, August 1983.

Unemployment by Industry

Industry	Number of Unemployed August 1983 (Thousands)	Unemployment Rate (%)
Nonagricultural private wage and salary Workers	8,070	9.8
Mining	162	14.8
Construction	990	18.1
Manufacturing	2,412	11.2
Durable Goods	1,471	11.6
Nondurable Goods	941	10.6
Transportation & public utilities	448	8.0
Wholesale & retail trade	2,098	9.8
Finance & service industries	1,961	7.2
Government workers	830	5.0
Agricultural wage and salary workers	284	14.6

Seasonally adjusted data.
Source: Bureau of Labor Statistics, Department of Labor, "Employment Situation," August 1983.

Average Duration of Unemployment

In August 1983, the average unemployed worker was out of work for 19.9 weeks, near the post-war high of 22.0 weeks reached in the month of June. More than 37 percent of the unemployed have been jobless for 15 weeks or longer, with nearly 23 percent unemployed for more than half a year.

Unemployment by State and Region

In June 1983, the latest month for which data is available for all states, 14 states and the District of Columbia had double-digit unemployment rates. This is a reduction from the number in June 1982 (17 states and the District of Columbia). But two years ago, in June 1981, the total number of such states was only three.

Of the 10 largest states, which are representatives of more than half the civilian labor force, eight reported increased unemployment rates from 1982 to June 1983.

Heavily dependent on industries such as auto, steel, textile, or coal mining, the states topping the list in June include West Virginia with an unemployment rate of 17.5 percent, Michigan with 14.6 percent, Mississippi with 13.6 percent, Pennsylvania with 12.9 percent, Ohio with 12.8 percent, Louisiana with 12.8 percent, and both Alabama and Illinois with 12.7 percent.

For predominantly agricultural states like the Dakotas, Nebraska, and Kansas, lower unemployment rates mask the precarious condition of their farm economies. The dramatic slowdown in investment in energy resource development in 1982 and 1983 has significantly raised unemployment for Oklahoma and Wyoming.

In the past two years, June 1981-June 1983, the number of unemployed increased by 32 percent for all states combined. Over the two-year period, the number of unemployed increased the most in the West, by 46 percent. The Southern region increased by 27 percent. The North Central region increased by 34 percent; and the Northeast by 25 percent. In June 1983, North Central suffered the highest rate of unemployment at 11.0 percent; the West was next at 9.8 percent; the Northeast at 9.4 percent; and the South at 9.2 percent.

Increase In Number Unemployed by Region

June 1981-June 1983

Region	June 1981 (Thousands)	June 1983 (Thousands)	Percent Change
Northeast	1,792	2,248	+25%
North Central	2,373	3,182	+34%
South	2,691	3,421	+27%
West	1,505	2,194	+46%
All States	**8,361**	**11,045**	**+32%**

Data not seasonally adjusted and based on state distributions.
Source: Bureau of Labor Statistics, U.S. Department of Labor.

Unemployment Insurance Benefits

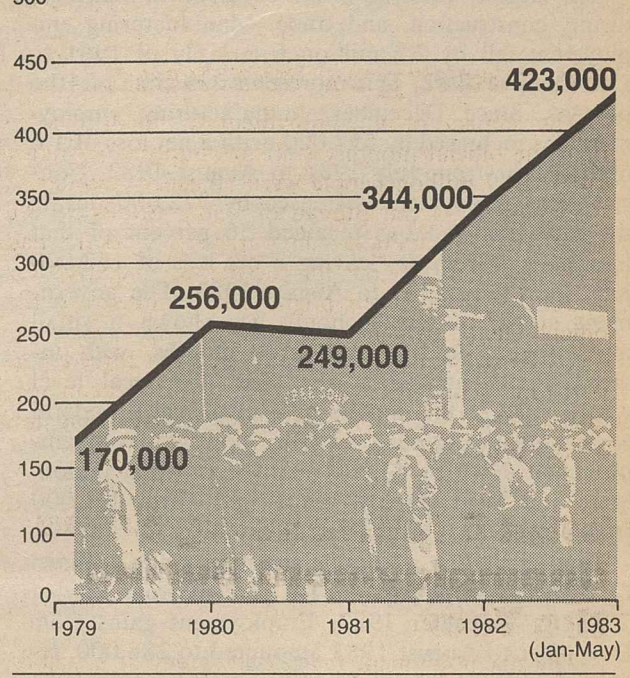
Millions of jobless workers and their families are in disastrous circumstances because they are without the protection of the unemployment insurance system. For 1982, only 38 percent of the officially unemployed and discouraged workers received unemployment compensation benefits. As of August 1983 this percentage had declined to 28 percent. The average duration of joblessness was 19.9 weeks in August 1983, with 2.4 million workers unemployed for more than six months.

As high unemployment continues and long-term joblessness increases, more and more workers are exhausting their benefits. Over 5.3 million workers saw their regular and extended unemployment benefits run out in 1982, and another 2.7 million jobless workers exhausted these benefits from January through May of this year.

Prior to the current Reagan recession, additional unemployment benefits had been provided through

Regular State Unemployment Benefit Exhaustions*

1979-1983



* Excludes extended benefit exhaustions.
Source: Unemployment Insurance Service, Employment & Training Administration, DOL.

Unemployment By State and Region

June 1983p

	Number Unemployed (Thousands)	Unemployment Rate
NORTHEAST	**2,248**	**9.4%**
Maine	47	8.6
New Hampshire	24	4.7
Vermont	20	7.0
Massachusetts	226	7.5
Rhode Island	40	8.3
Connecticut	105	6.4
New York	750	9.1
New Jersey	315	8.5
Pennsylvania	721	12.9
SOUTH	**3,421**	**9.2%**
Delaware	23	7.7
Maryland	143	6.5
District of Col.	35	11.0
Virginia	160	5.8
West Virginia	132	17.5
North Carolina	252	8.5
South Carolina	146	9.8
Georgia	185	6.8
Florida	434	8.8
Kentucky	180	10.8
Tennessee	240	11.1
Alabama	218	12.7
Mississippi	146	13.6
Arkansas	92	9.1
Louisiana	241	12.8
Oklahoma	137	9.0
Texas	657	8.5

	Number Unemployed (Thousands)	Unemployment Rate
NORTH CENTRAL	**3,182**	**11.0%**
Ohio	672	12.8
Indiana	249	9.8
Illinois	719	12.7
Michigan	648	14.6
Wisconsin	233	9.5
Minnesota	177	8.1
Iowa	111	7.7
Missouri	217	9.2
North Dakota	16	4.7
South Dakota	18	5.2
Nebraska	47	5.7
Kansas	75	6.2
WEST	**2,194**	**9.8%**
Montana	32	8.2
Idaho	45	9.7
Wyoming	27	9.5
Colorado	122	7.3
New Mexico	66	10.8
Arizona	137	10.3
Utah	63	9.4
Nevada	45	9.0
Washington	225	10.9
Oregon	125	9.1
California	1,251	10.1
Alaska	22	9.9
Hawaii	34	7.2

Data not seasonally adjusted.
p = preliminary
Source: Bureau of Labor Statistics, U.S. Department of Labor, "State and Metropolitan Area Employment and Unemployment," June 1983.

Federal programs during periods of high unemployment to workers whose 26 weeks of regular state benefits had run out. In the 1975 recession, workers were eligible for up to 65 weeks of unemployment insurance. Reagan-mandated budget cuts in 1981 have virtually eliminated the extended benefits program and millions of long-term jobless workers have been deprived of these benefits. If the same percentage of officially unemployed workers had received unemployment compensation as in 1975, an additional 2.9 million jobless workers would have received benefits in August 1983.

A modestly funded Federal Supplemental Compensation program went into effect in the latter part of 1982. It provides an additional 8 to 14 weeks of unemployment benefits, depending on a state's insured unemployment, an arbitrary and artificial measure of the need for extended and federal supplemental benefits. Supplemental benefits are in addition to regular state benefits and 13 weeks of extended benefits, if a state qualifies for extended payments. During June and July, an average of 860,000, or one-third of long-term jobless workers, were receiving payments under the supplemental program. Unless Congress acts, the present federal supplemental program will expire on September 30 of this year.

EMPLOYMENT

The number of jobs has to grow by about 1.5 percent a year in the United States, or about 1.5 million jobs per year just to keep up with population and labor force growth and hold unemployment at the same rate. But for the 17 months of the recession, July 1981 to December 1982, employment continually declined.

From July 1981, the beginning of the recession, to December 1982 when the recession reached its depth, total nonfarm payroll employment declined by 3.1 percent, with a loss of 2.8 million jobs. From December 1982 to August 1983, employment increased by nearly 1.2 million, resulting in a net loss of 1.7 million jobs. (In the household survey of employment, the number with jobs declined by 1.7 million, with that loss fully recovered by August 1983.)

The largest recession losses occurred in manufacturing, construction, and trade. Manufacturing employment fell by 2.2 million from July of 1981 to December of 1982. This represents a decline of 10.6 percent. Since December, manufacturing employment has increased by 557,000, with a net loss of 1.6 million jobs from July 1981 to August 1983. Construction employment decreased by 372,000 during the recession and has regained 56 percent of that loss since December, leaving a net loss of 163,000 jobs from July 1981 to August 1983. The government sector of the economy has shown a small improvement in the past seven months, with increases concentrated at the state and local level where most of the decline had taken place. Federal employment continued to drop, however, with employment down by 42,000 over the two-year period. State and local employment is still down 221,000 from July 1981.

Employment in wholesale and retail trade declined by 370,000 employees or 1.8 percent from July of 1981 to December 1982. Employment gains from December to August 1983 amounted to 288,000, resulting in a net loss of 82,000 jobs from July 1981 to August 1983. However, from 1970 to 1979, this sector grew by an average annual rate of 3.3 percent and generally has not been affected by declines. Other sectors have shown continuous gains, even during the recession. Employment in the financial sector has increased by 3.2 percent or 170,000 since July 1981. The largest gains in employment were in services, with an increase of 576,000 jobs during the recession and an additional gain of 662,000 since the beginning of the recovery, for a total increase of 6.6 percent over the two-year-period.

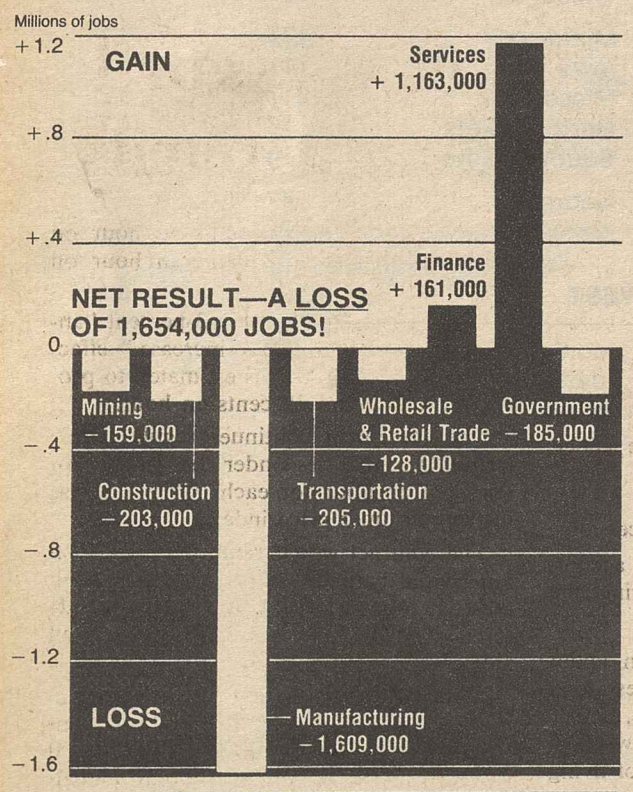
Manufacturing Employment

Employment declined in every one of the manufacturing industries from the beginning of the recession in July 1981 to the depth of the recession in December 1982. As of August 1983, about 40 percent of the job loss had been recouped, with small gains in most industries. Recession losses were heaviest in the durable goods industries, particularly: primary metals (which includes steel) dropped by 318,000 jobs or an alarming 28 percent. Since December, this sector has regained only 8 percent of that loss. Non-electrical machinery was down by 450,000 or 18 percent during the recession, regaining 34,000 or 7.5 percent of the loss by August 1983. Fabricated metals was down by 249,000 or 15.5 percent from July 1981 to December 1982 and showed an improvement of 57,000 jobs from December 1982 to August 1983, resulting in a net loss of 192,000 from the beginning of the recession. Transportation equipment (which encompasses autos), down by 228,000 or 12 percent during the recession increased employment by 98,000 since December 1982 for a net loss of 130,000 or a 6.8 percent decline from July 1981 levels. These metal and machinery industries constitute the core of U.S. industrial strength and largely account for this nation's manufactured exports. Even with eight months of employment increases, total employment in the manufacturing sector is 1.6 million less than when the recession began in July 1981.

The recent improvement in housing construction has returned employment in the lumber and wood products industry to a level of 19,000 above July 1981, but since that sector was already depressed, employment remains nearly 70,000 below July 1979 levels. Housing construction remains an unstable sector as a result of high interest rates. The lumber-dependent states of Oregon and Washington still suffered double-digit unemployment rates, as of May 1983.

Employment in the nondurable goods sector declined by 493,000 during the recession and has regained 142,000 of that job loss (29 percent) for a total net loss of 351,000 as a result of the recession. Textiles had the most precipitous decline decreasing by 13 percent during the recession. The slight improvement since December 1982 still results in a net loss of 81,000 jobs from July 1981 to August 1983. Apparel employment fell by 125,000 from July 1981 for a decline of nearly 10 percent. Since December 1982, it has increased less than 4 percent. In the auto-related rubber industry, employment has largely regained its pre-recession level, but is still short by 7,000 jobs. In the chemical industry, there has been no upturn. Employment is still 53,000 below July 1981 levels, as it was in December.

Change in Employment by Industry July 1981-July 1983



Seasonally adjusted data.
Source: Bureau of Labor Statistics.

Employment by Industry

July 1982–August 1983
(Thousands)

	July 1981	Dec. 1982	Aug. 1983	Change July '81 Dec. '82	Change Dec. '82 Aug. '83
TOTAL	91,484	88,665	89,791	—2,819	+1,126
Goods producing	25,720	23,061	23,815	—2,659	+ 754
Mining	1,175	1,053	1,021	— 122	— 32
Construction	4,187	3,815	4,024	— 372	+ 209
Manufacturing	20,358	18,193	18,770	—2,165	+ 577
Service producing	65,764	65,604	65,976	— 160	+ 372
Transportation and public utilities	5,182	5,008	4,331	— 174	— 677*
Wholesale and retail trade	20,626	20,256	20,544	— 370	+ 288
Finance, insurance, and real estate	5,310	5,367	5,480	+ 57	+ 113
Services	18,639	19,215	19,877	+ 576	+ 662
Government	16,007	15,758	15,744	— 249	— 14
Federal government	2,775	2,747	2,733	— 28	— 14
State and local government	13,232	13,011	13,011	— 221	—

* Affected by CWA & IBEW strike against AT&T.

Establishment data seasonally adjusted.
p = preliminary.
Source: Bureau of Labor Statistics, U.S. Department of Labor, *Supplement to Employment and Earnings,* June 1983 and "Employment Situation," August 1983.

Employment by Manufacturing Industry

July 1981–August 1983
(Thousands)

	July 1981	Dec. 1982	Aug. 1983	Change July '81 Dec. '82	Change Dec. '82 Aug. '83
MANUFACTURING	20,358	18,193	18,770	—2,165	+577
Durable Goods	12,231	10,559	10,994	—1,672	+435
Lumber and wood products	679	614	698	— 65	+ 84
Furniture and fixtures	473	429	459	— 44	+ 30
Stone, clay and glass products	642	554	582	— 88	+ 28
Primary metal industries	1,134	816	839	— 318	+ 23
Fabricated metal products	1,608	1,359	1,416	— 249	+ 57
Machinery, except electrical	2,516	2,066	2,100	— 450	+ 34
Electric and electronic equipment	2,108	1,957	2,030	— 151	+ 73
Transportation equipment	1,924	1,696	1,794	— 228	+ 98
Instruments and related products	733	695	691	— 38	— 4
Misc. and manufacturing industries	414	373	385	— 41	+ 12
Nondurable Goods	8,127	7,634	7,776	— 493	+142
Food and kindred products	1,672	1,626	1,618	— 46	— 8
Tobacco manufactures	71	69	61	— 2	— 8
Textile mill products	835	727	754	— 108	+ 27
Apparel and other textile products	1,265	1,140	1,178	— 125	+ 38
Paper and allied products	692	653	661	— 39	+ 8
Printing and publishing	1,270	1,263	1,288	— 7	+ 25
Chemicals and allied products	1,112	1,059	1,059	— 53	—
Petroleum and coal products	216	199	196	— 17	— 3
Rubber and misc. plastic products	748	685	741	— 63	+ 56
Leather and leather products	246	213	220	— 33	+ 7

Establishment data seasonally adjusted.
Source: Bureau of Labor Statistics, U.S. Department of Labor. *Supplement to Employment and Earnings,* June 1983 and the "Employment Situation," August 1983.

In New York, where hundreds of thousands of trade unionists marched, AFL-CIO President Kirkland speaks from the parade reviewing stand.

Baltimore area union members—including a group from Washington, D.C.—clasp hands in solidarity at a rally following a parade through the city.

Solidarity Day message heard across nation

Continued from Page

Mine Workers President Richard Trumka was a featured speaker.

But in Bloomington, Ill., it was a fine day for a parade that attracted 15,000, and in Coos Bay, Ore., it was perfect weather for 6,000 union picnickers.

As with Solidarity Day I—the 1981 demonstration called by the AFL-CIO that brought more than 400,000 people to the nation's capital—the heavy turnout reflected discontent with persistent unemployment and with an Administration perceived as tilted to favor the wealthy.

The lesson of Solidarity Day III, Kirkland said, is that "Americans must have a change in national economic policy, and a change in government attitude toward its people, in order to get us back on the road to full employment and a just society."

Next on the agenda, Kirkland stressed, is the move "from protest to politics." The AFL-CIO has designated Election Day of 1984 as Solidarity Day IV.

But while the purpose was serious, the dominant mood of Solidarity Day events this year was far from grim. Kids with union caps marched proudly with their parents, and older folks searched for the shade of a tree to sip a beer while listening to speakers. Politicians by the score searched out hands to shake at rally sites.

Union members marched in heavy rain in Jackson, Miss., and a dozen other localities. But the rain stopped half an hour before Cleveland's Labor Day parade—the biggest in half a century, with 326 participating units. Communications Workers President Glenn Watts and Ohio Gov. Richard Celeste were on hand, and the Solidarity Day program concluded with a giant block party along Euclid Ave., capped with a fireworks display.

3-rally day

AFL-CIO Sec.-Treas. Thomas R. Donahue joined Little Rock, Ark., union members in a rally on the steps of the state capitol, went on to Austin, Tex., where the Solidarity Day program included a march, rally and picnic, and wound up at a Wichita, Kans., rally.

By the time the New York City parade had drawn to a close, AFL-CIO President Kirkland had marched in Chicago's king-sized parade, and was in Omaha, Neb., to wind up that city's day-long program.

International union officials were speakers at 110 Solidarity Day events from coast to coast. Three union presidents were part of the big march and rally in Philadelphia—Patrick J. Campbell of the Carpenters, Gerald W. McEntee of the State, County & Municipal Employees and Murray H. Finley of the Clothing & Textile Workers. And AFL-CIO Education Director Dorothy Shields came back from Merrill, Wis., to report that just about every band and civic organization in the area marched in the parade sponsored by the Central Labor Council, with the total turnout far exceeding the population of the city.

In Ft. Lauderdale, Fla., senior citizens were out in big numbers to join with union members at a rally addressed by Rep. Claude Pepper and Machinists President William W. Winpisinger. And in Allenstown, N.H., Bricklayers President John T. Joyce lashed out at the immorality of an economic policy that "has deliberately thrown people out of work in the name of fighting inflation."

Labor speaks for those "who have no other voice speaking for them," Seafarers President Frank Drozak said in Providence, R.I., and "we will be heard."

Force for justice

The union movement "remains the most effective and continuing force for social and economic justice," Food & Commercial Workers President William H. Wynn told the Indianapolis rally.

Screen Actors President Ed Asner and former UAW President Leonard Woodcock were among the speakers at the Los Angeles rally. In Dayton, Ohio, the parade included the Lakewood Kitchen Band, made up of senior citizens from a union-sponsored housing project, who rode on an open-backed tractor-trailer.

And in Charleston, S.C., hardly a union stronghold, rally organizers weren't the only ones impressed by a bigger-than-anticipated turnout. "I didn't know the unions could bring out so many people," a congressman confided.

"Posters and banners seemed to wave continuously" in Milwaukee's parade, a local newspaper reported, and "the message was jobs." The parade, with 200 local unions participating, ended up with festivities at the lakefront.

A sizzling day

The thermometer climbed over 100 degrees in Tucson, Ariz., but that didn't stop Phelps-Dodge copper strikers from turning out in force for the city's Solidarity Day.

And in Odessa, Tex., one of the localities where unions cooperated in raising funds for muscular dystrophy victims, union members were able to bid on the opportunity to throw a pie in the mayor's face.

In Covington, Va., with the NAACP joining forces, some 8,500 persons took part in the Solidarity Day program. Eight Indiana cities had parades or other special events. In Des Moines, Ia., some 4,000 new voters were registered in a weekend of activities that climaxed in a Labor Day rally.

And literally across America, union voices were heard at a march in Portland, Me., and a rally in Anchorage, Alaska.

There were events in all 50 states plus the District of Columbia and Puerto Rico.

The count of participants, based where available on official police estimates, came to 1,351,300.

Most significantly, Solidarity Day National Coordinator Charles McDonald said, 80 of the 151 localities involved had never before had citywide Labor Day activities.

Tough chemical labeling law won by New Jersey coalition

Trenton, N.J.—A long struggle by union and community activists in this state has produced one of the strongest laws in the nation guaranteeing workers the "right to know" about chemicals in the workplace.

Signed on Aug. 29 by Gov. Thomas Kean, the Worker & Community Right-to-Know Act requires that all chemical containers in the workplace be labeled with the specific chemical name, a universally recognizable code and the chemical abstract service number.

Employers must post these labels within 18 months on chemicals considered hazardous and within three years on non-hazardout chemicals. Trade names, color codes or symbols will not be considered sufficient.

The law also requires access by communities—such as town governments, police and firefighters—to information on chemicals produced, stored or used.

Lengthy battle

The new right-to-know law culminates a battle of several years by the Philadelphia Area Project on Occupational Safety & Health (PHILAPOSH) and the New Jersey Citizen Action Right to Know Coalition, both coalitions of union, environmental and community groups.

Rick Engler of PHILAPOSH reported that the state's industry had put pressure on Gov. Kean to veto the law.

Claiming the law will cost them $60 million, the state's chemical companies had said it may influence their decisions to stay in the state or relocate. New Jersey has one of the largest concentrations of chemical manufacturing in the world.

However, in a letter to Kean, Rep. James J. Florio (D-N.J.), sponsor of the federal superfund toxic waste clean-up law, said arguments that the new law would hurt economic development were "tenuous at best."

Not a factor

Urging Kean to sign the bill intact, Florio said the "experiences of other cities and states with right-to-know provisions have demonstrated little, if any, effect on development or the propensity of firms to relocate in areas without such laws."

The bill also had overwhelming support in the New Jersey legislature. The state Senate voted unanimously to pass the bill and the Assembly passed it on a 62 to 12 vote.

The New Jersey law is much more comprehensive than a federal "hazard communication" rule drafted by the Occupational Safety & Health Administration under the Reagan Administration.

When OSHA proposed its hazard communication rule, the move was seen by many labor safety and health experts as an attempt to override support around the nation for stronger right-to-know laws at the community and state levels.

The 12 states with right-to-know laws are Alaska, California, Connecticut, Maine, Michigan, Minnesota, New Hampshire, New York, Rhode Island, West Virginia, Wisconsin and New Jersey.

Illinois is scheduled to become the 13th state if Gov. Thompson signs recently passed legislation. Right-to-know bills are pending in some 15 other state legislatures.

New UAW, Chrysler accord restores wage, benefit parity

Continued from Page 1

UAW President Owen Bieber said the tentative agreement accomplishes the goals sought by the union.

"When the council met here in July, and subsequently when we went to the table, we said it had to be a substantial wage increase up front," Bieber said. "We said it had to represent full parity by the end of the agreement . . . and full parity for retirees and there would be no concessions.

"The items we have sought to accomplish we have accomplished during the terms of this agreement."

Chrysler workers currently earn about $10 an hour in wages, about $2 less than their counterparts at GM and Ford. Under terms of the new agreement, workers would receive four separate cost-of-living adjustment "recovery" increases to restore wages lost in earlier concessions.

The recoveries include $1 an hour retroactive to Aug. 15; 40 cents an hour effective Mar. 4, 1985; 40 cents an hour on June 3, 1985, and 32 cents an hour on Sept. 2, 1985.

The pact also calls for a 3-percent "annual improvement factor increase," effective June 4, 1984, that is estimated to provide an additional 30 cents an hour.

The agreement continues regular quarterly COL increases under the formula of one cent an hour for each 0.26-point rise in the consumer price index.

The contract would remove the pension differential between Chrysler workers and those at Ford and GM, with half the difference being made up immediately and half in September 1984.

Meanwhile, the union reached agreement with Chrysler on a new local contract to end a three-week-old strike by 400 workers at the company's wood model-making and plastic and plaster shops in Highland Park, Mich. Safety and health issues had led the workers to walk off their jobs on Aug. 11.

Merger slated by Insurance union, UFCW

Continued from Page 1

vention last June. But four companies conducted what Insurance Workers President Joseph Pollack described as a "vicious" campaign to urge agents to disapprove the merger.

Pollack identified the companies that conducted mail campaigns against the merger as John Hancock Mutual Life Insurance Co., Boston Mutual Life, Monumental Life, and the American National Insurance Co., which hired an anti-union consultant in a campaign that included an eight-page letter in both English and Spanish sent to agents' homes.

Prelude to organizing

The Insurance Workers, founded in 1959 by the merger of previous AFL and CIO unions, have been actively exploring merger for a number of years with the goal of increasing the union's resources.

A preface to the agreement with the UFCW views merger as a prelude to "a full-scale organizing effort in the insurance and financial industry" and to stepped-up efforts to bolster existing bargaining units.

This will be done through a new UFCW Professional, Insurance & Finance division. Pollack will be associate director of the new unit, assisted by Sec.-Treas. Everett Jewell and the three incumbent vice presidents of the Insurance Workers. A new Insurance Employees Advisory Committee will include present members of the IWIU executive board.

Skill and resources

The merger agreement also envisions "more effective bargaining with insurance and financial industry giants by linking the abilities and experience of the IWIU staff with the resources and size of the UFCW and its specialized departments, most notably its organizing and collective bargaining departments."

Pollack said the companies that opposed the merger tried to portray a shift in affiliation as abandoning the "professional" status of insurance agents, but he said the agents affected clearly saw management's stance as a maneuver to keep the union weak.

The NLRB's policy on allowing nonmembers to vote on changes in affiliation of a bargaining agent is being challenged in a federal appellate court case, and Pollack expressed the hope that the NLRB position will be reversed.

Theater of hope

A series of benefit performances of a play titled "Out of Work," which deals with the family problems of the unemployed, are helping raise funds in Duluth, Minn., for the Shoreview House of Hope, a residence center for families of cancer patients. The plays, performed by the local Mixed Company troupe, are sponsored by the Duluth AFL-CIO Community Services. Shoreview House is operated by the Duluth Building & Construction Trades Council to provide low-cost lodging for families of cancer patients being treated at area hospitals.

Latin labor council draws credit for Hispanics' gains

Silver Spring, Md.—The Labor Council for Latin American Advancement has advanced the goals of Hispanic workers and at the same time made all Americans more aware of the important role of Hispanics in the nation, AFL-CIO President Lane Kirkland declared.

Kirkland praised the organization for its ten years of service to the labor movement and Hispanic workers at a dinner at the George Meany Center for Labor Studies that was jointly sponsored by LCLAA and the AFL-CIO's American Institute for Free Labor Development during LCLAA's leadership conference.

Forty leaders of Latin American trade unions attended the event, which also served as a welcome to AIFLD's training seminar being held at the center.

Kirkland asserted that largely through LCLAA's rallying of Hispanic workers to organize and make use of the power of the union contract and the ballot box to better their lives "nobody any longer believes that Hispanics are largely rural, uneducated, unskilled and unpolitical." And he pointed out that some political pundits now predict that Hispanic votes in California, Texas and Florida "may well decide who sits in the White House" in the next election.

He praised LCLAA for keeping its "focus on the central issue of achieving a fair share in the economic and social life of this society" rather than setting up goals that are "narrow, parochial" and easily managed by people who want to create divisiveness.

Single issue

Kirkland told the participants in the three-day conference that if Hispanic unionists "could be swung on the cord of a simple, single issue, such as bilingual education," Reagan Administration spokesmen "would be standing in line to tell you how much they yearn to give it to you, even though the President's budget, unfortunately, makes it impossible."

It is because Hispanics question the fairness of the Reagan budget "because you demand quality education for all children, health care for all the needy, dignity for all the old and jobs for all who are unemployed—that Mr. Reagan's supporters argue that you and the rest of the labor movement represent 'special interests,'" Kirkland said.

If the label "special interest" applies to those whose special interest is people, "all the people of the United States, all of our brothers and sisters in other lands—then it's a label we can wear proudly."

Kirkland emphasized that AFL-CIO support for pending House legislation on immigration hinges on changes in the bill to provide strong prohibitions against the hiring of undocumented workers and strong protections to prevent discrimination against documented workers.

The bill, to be acceptable to organized labor, must include assurances that temporary worker, or H-2, programs will be strictly controlled and that there will be no revival of the disastrous "bracero" temporary worker program thrown out by Congress in the 1960s, Kirkland stressed.

He stressed that a fair immigration law must close loopholes that allow employers to expand their profits and undercut U.S. workers' conditions by hiring H-2 workers. He said the AFL-CIO and LCLAA join "wholeheartedly" in supporting Jan. 1, 1982, "as the arrival date that permits those who entered the country illegally to apply for the status of legal residents." Labor rejects all Administration proposals that would create a "two-tier" amnesty program or deny social benefits to those who are offered amnesty, he said.

The United States must control its borders, Kirkland said, but in a fair and compassionate manner and "above all, there must be no closing of the door to those who are seeking refuge from social, religious or political persecution."

OCAW shapes contract goals for oil industry bargaining

Denver—Members of the Oil, Chemical & Atomic Workers overwhelmingly ratified bargaining goals for contract talks with some 90 oil companies that will begin in November.

A secret ballot vote was 97 percent in favor of the proposals drawn up by the union's 12-member National Bargaining Policy Committee, the union reported. The committee is composed of the union's four administrative officers and eight rank-and-file members.

The bargaining proposals call for a "substantial" wage increase in each year of the two-year contracts, "premium free" health care insurance, a pension benefit for surviving spouses of workers who die prior to retirement, and an improved pension plan.

The ratification vote, OCAW Vice President Joseph Misbrener noted, also is a strike authorization vote. Approval of the bargaining proposals empowers President Robert F. Goss to call any or all of the members out on strike, should he deem that necessary to achieve bargaining goals.

Under the union's constitution, the proposals must be submitted to the oil bargaining units for a ratification vote by the membership. If 75 percent vote ratification, the bargaining program becomes mandatory and only the policy committee may accept or reject company offers.

Included in the contract negotiations, which cover about 50,000 workers in refining, petrochemicals, pipeline, marketing and production work, are major oil companies such as Amoco, Marathon, Texaco, Mobil, Gulf, Conoco, Phillips and Sun Oil.

On job security, the union will propose the current 40-hour workweek be shortened without loss of income and that contracts provide improved plant closure and layoff protection and deal with severance pay, transfers, relocation, retraining and recall rights.

Health benefits

OCAW will also propose that health care and other insurance benefits be extended to laid-off workers for the period equal to their recall rights.

The OCAW oil workers earn an average of $13.61 an hour, not including shift differential. Shift workers are averaging $14.11 per hour.

Contracts covering most of the workers will expire at midnight, Jan. 7, 1984.

Teacher pay key issue in school strikes

Members of the American Federation of Teachers struck over issues ranging from salary to class size in several school districts.

AFT's largest strike, involving some 3,500 teachers, was in St. Louis where the school board "forced us into a strike posture," said Evelyn B. White, president of AFT Local 420.

The board's latest offer would make the top step on the salary schedule $29,000 for a teacher with a doctorate degree and 10 years of service. New teachers would start at $13,000. The average salary for teachers in neighboring districts is around $32,000.

St. Louis teachers voted 956 to 572 in favor of the strike.

Other AFT locals were also on strike in Rhode Island and Michigan. Pittsburgh teachers, meanwhile, agreed to a three-year contract, averting a strike, and Boston teachers returned to work without a contract while continuing negotiations.

In Los Angeles, the bargaining deadline was set for Sept. 10. The school board has introduced union-busting proposals into the negotiations, seeking to eliminate seniority in the process of transferring teachers, among other things.

Chicago talks

Negotiations in Chicago have been under way since May. So far, the teachers and the school board have agreed on all issues except salary. The board insists the teachers take a 7-percent pay cut on top of a pay freeze the teachers accepted last year when they were promised an increase this year.

The Los Angeles teachers are scheduled to vote Sept. 15 on whether to strike.

About 1,000 teachers are out on strike in Warwick, R.I., as are some 600 in Pawtucket, R.I. The main issue in both cities is pay.

In Michigan, 340 teachers were picketing in East Detroit after rejecting the school board's proposed contract. Another 30 teachers were on strike at the Hebrew Day School in Detroit.

Back pay award totals $750,000 for OPEIU unit

Two hundred members of Office & Professional Employees Local 2 reaped a $750,000 back pay settlement with the Washington Metropolitan Area Transit Authority.

WMATA had appealed a federal district court's back pay award and its upholding of an arbitrator's determination of the makeup of the bargaining unit.

But before the appellate court took up the case, WMATA agreed to the back pay settlement. Lump sum checks ranged from a few hundred dollars to $8,000.

The U.S. Court of Appeals for the District of Columbia later upheld the district court's ruling on the composition of the bargaining unit, which has 500 members, including clerical, technical and professional workers.

Refused to bargain

After the union won a representation election in January 1981, Metro refused to bargain with the OPEIU, contending that 300 of the 500 employees in the unit were managers, supervisors or "confidential" employees who shouldn't be represented by the union.

In 1981 and 1982, the transit authority granted annual cost-of-living increases to 300 employees that it considered not to be part of the unit, while the other 200, WMATA insisted, must bargain for their increases.

The OPEIU is now seeking to win its first contract with the transit authority.

EDITORIALS

'We Will Be Heard!'

AS WE MARCH today in this city—the birthplace of the Labor Day Parade—hundreds of thousands of our brothers and sisters are gathering to mark this day in 150 cities from coast to coast.

They are saying to the nation: "We will be heard."

Who are we?

Some politicians, themselves locked in the service of the most narrow forces of greed and privilege, have the gall to call us a "special interest" group.

What is this special interest that we represent?

Jobs for all Americans at decent wages.

Equal rights for all.

Quality education for all children, rich or poor.

Economic security and dignity for our senior citizens.

If these are "special interests," we make no apologies. They are the people's interests. They ought to be our national goals.

They only seem special to some because they have been so long neglected by those who are charged under our Constitution with the responsibility of promoting the general welfare.

The current occupants of the White House have so identified the general welfare with enriching the rich and pandering to the powerful that all else strikes them as "special interests."

So be it. Come Election Day 1984, the people will decide who represents "special interests" and who represents the public's interest.

AS WE PURSUE the people's interest here at home, let us not forget our brothers and sisters in other lands who struggle with great courage, under terrible conditions, for free trade unions and human rights.

Let us remember Lech Walesa and those in Poland who gave new meaning to the word Solidarity.

We shall continue to support the struggle of our brothers and sisters in Poland, in South Africa, in Chile and El Salvador—wherever human rights are at stake and threatened by tyranny of the left or the right.

There is a new spirit of solidarity surging in our ranks. We can see it today in the Main Streets of America where union members and their families and friends are now gathering to celebrate Labor Day.

We will see it continue to grow as we spell out the issues that concern us. "We will be heard." And we shall prevail.

—AFL-CIO President Lane Kirkland at Solidarity Day parade, New York City.

The Issue Is Jobs

LABOR IS alive and well. This trade union movement of ours will survive—and will thrive when the nation thrives.

Sure, our numbers are down. But they're down because over 10 million people are officially unemployed and another two to four million are unofficially unemployed.

What's important this Labor Day is the suffering of those millions of Americans and their families. Almost two-thirds of the unemployed are without any unemployment benefits, either because they've been out so long they've exhausted their benefits or because they weren't eligible in the first place.

What ought to be talked about this Labor Day is the nation's need for policies which will create jobs.

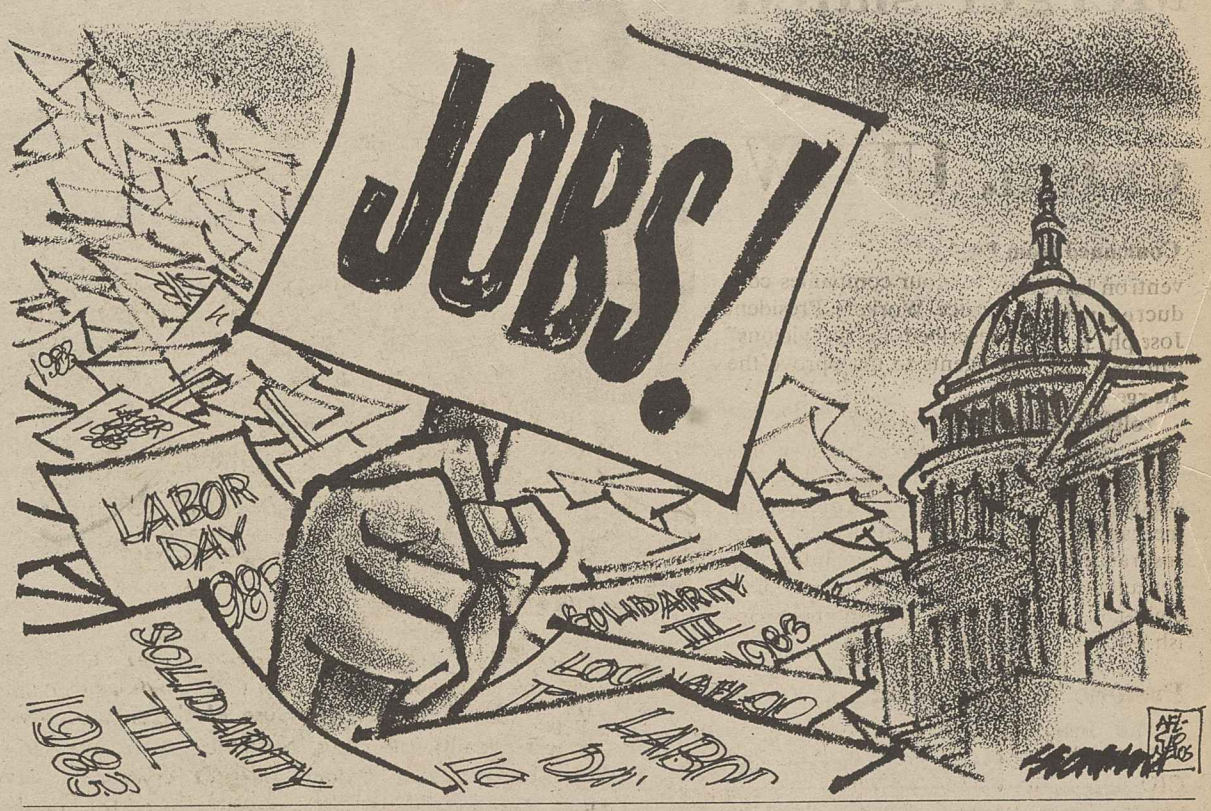
We need policies which will look to the sensible growth of our industries, to the protection of American workers and American jobs, of worker rights and worker health and safety.

We're tired of seeing plants, mines and mills shut down on a week's notice and thousands thrown out of work. And we're tired of seeing our jobs shipped overseas.

We're showing, all across America, that we want to be heard.

—AFL-CIO Sec.-Treas. Thomas R. Donahue at Solidarity Day rally, Wichita, Kans.

'Listen!'



Washington Window

Victims of Reaganomics gearing up for '84 vote

By Press Associates, Inc.

The 1984 elections probably will offer the clearest choice in a long time of which version of "the American dream" appeals to this nation's citizens.

Ronald Reagan, the "rich man's President," has said he thinks the American dream is to become a millionaire.

Another version of the American dream is the opportunity to better oneself and to try to ensure that one's children have the same opportunity. The dream often includes a stable job at decent pay, good health and health care, home ownership, and a secure retirement.

Reagan believes the federal government should play little or no role in helping people pursue their version of the dream and has carried out an aggressive assault on federal benefit programs of every kind.

The President and his spokesmen repeatedly deny that the budget cuts pushed through Congress have had adverse effects on the poor. The President sees federal programs as perpetuating dependency rather than giving people a lift up.

The nonpartisan Congressional Budget Office, at the request of House Speaker Thomas P. O'Neill, recently issued an analysis of the effects of the Reagan budget cuts.

Documented cutbacks

CBO looked at 26 programs accounting for 96 percent of human resources spending. All told, human resource spending was reduced about 7 percent compared to what it would have been under laws existing at the start of 1981.

The impact was greatest for households with incomes below $10,000. In 1984, the CBO report said, such households will lose an average of $430 in benefits compared to an average loss for all income groups of $250.

The cutbacks over the 1982-85 period differ greatly by program. Employment and job training programs were cut by 60 percent. The largest dollar cuts came in social security, down $24.1 billion; in unemployment insurance, down $7.8 billion; in food stamps, down $7 billion; in guaranteed student loans, down $3.8 billion, and in a wipeout of public service jobs, down $16.9 billion.

The school aid program for educationally disadvantaged children was cut 17 percent or $12.7 billion over the four-year period, compared to the 1981 baseline. Vocational education was cut 12 percent.

'The harsh truth'

Speaker O'Neill said the CBO study supported his argument that the Reagan policies were unfair to the lower-income families. "This report cuts through the smokescreen of Reagan public relations to the harsh truth of the Reagan record," he declared. "That truth will have major consequences in 1984."

That could be a good hunch. Congressional Quarterly reported the national turnout for House elections in 1982 was 64 million, up 10 million from the previous mid-term vote in 1978 and a dramatic change from the static turnout of the prior two decades. The bulk of the increase went to Democrats by 2 to 1.

The 1982 voter surge was strong among the so-called have-nots—struggling blue-collar workers, blacks and the unemployed.

Between 1980 and 1982, the number of voting age unemployed increased by nearly 4 million to 10.7 million. A third of them voted in 1982, but it was the sharpest increase in any group.

This voting activity also is expected to affect those with jobs because many of them feel insecure. Maybe that is what Reagan has brought to the American dream—fear and insecurity.

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Vol. 28, No. 36 SATURDAY, SEPTEMBER 10, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
American Federation of Labor and Congress of Industrial Organizations
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Thomas R. Donahue, *Secretary-Treasurer*

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LEGISLATIVE ALERT!

Mid-Year Review: Check Your Senators on These 10 Key Votes

Following are important votes in the Senate so far this year. Check your Senators' records, and let them know in your correspondence that you watch their votes on issues affecting working people.

1. **JOB-CREATION:** During Senate debate on a $4.9 billion jobs bill -- the only jobs bill passed by Congress over President Reagan's veto threats --Sen. Carl Levin (D-MI) offered an amendment to add funds for additional jobs as well as emergency food, shelter, and health care for the unemployed. The AFL-CIO endorsed this effort, but the GOP-controlled Senate rejected it 34-53 on March 11.

2. **LOCAL GOVERNMENT JOBS AND SERVICES:** Local governments have cut community services because of Reagan cuts in federal revenue sharing. Child care, traffic control, health screening and immunization, and other local programs have suffered. During debate on the jobs bill, Sen. John Heinz (R-PA) offered an amendment to accelerate revenue sharing by three months, in effect adding $1.2 billion to the program. Approved 73-21 on March 14.

3. **SOCIAL SECURITY:** When the Senate voted to gradually raise the retirement age for full Social Security benefits from 65 to 66, the AFL-CIO objected and noted that many who retire before age 65 do so for reasons of poor health. Sen. Bill Bradley (D-NJ) offered an amendment to address this concern by providing improved disability benefits for those who are unable to work until age 66. But the Bradley amendment was rejected 30-61 on March 21.

4. **FAIRNESS IN TAXATION:** Last year Congress approved a new tax compliance mechanism: withholding of taxes on savings interest and stock dividends. Taxes are withheld from your paycheck, so it is only fair that taxes be withheld from the unearned income of those with sizeable savings accounts and stock portfolios.

Sen. John Melcher (D-MT) offered an amendment to pave the way for repeal of this tax reform. Sen. Daniel P. Moynihan's (D-NY) motion to table (kill) the Melcher amendment was approved 56-41 on March 22. (Unfortunately, the battle later was lost as Congress caved to enormous pressure from the banking industry and repealed this tax compliance reform.)

5. **UNEMPLOYMENT COMPENSATION:** President Reagan has proposed to undermine unemployment compensation by substituting a "voucher" program. Instead of federal jobless benefits, the unemployed would receive vouchers to turn over to an employer in exchange for a job. But employers could lay off current workers and hire new workers in order to take advantage of the vouchers, doing nothing to reduce unemployment. Sen. Dan Quayle (D-IN) offered the voucher scheme as an amendment to the Social Security bill; it was approved 53-40 on March 23, but then, fortunately, stricken from the bill in conference.

6. **HEALTH CARE FOR THE UNEMPLOYED:** During consideration of the 1984 budget, Sen. Edward Kennedy (D-MA) offered an amendment to provide funding for health care benefits for the unemployed. Unfortunately, the Kennedy amendment was rejected 36-63, and a far weaker health care program was then substituted.

7. **STOPPING EXPORT AND DESTRUCTION OF U.S. JOBS:** Repeal of the interest and dividend tax reform (see Vote #4) seemed certain, so the Republican-dominated Finance Committee attached three additional pieces of harmful legislation to that bill. The three "riders" were: the Reagan Caribbean Basin bill; the Reagan "enterprise zone" scheme, and a trade "reciprocity" bill which diverts attention from job-exporting trade imbalances.

Republicans in the Senate closed their eyes to double-digit unemployment and voted against a motion to table (kill) the three job-destroying add-ons. Fortunately, most of the harmful provisions were later removed in House-Senate conference.

8. **MORTGAGE FORECLOSURE RELIEF:** During consideration of a Housing and Urban Development appropriations bill, Sens. Donald Riegle (D-MI) and John Heinz (R-PA) offered an amendment to provide $500 million for loans to help unemployed homeowners avoid foreclosure until they can return to work and resume mortgage payments. But even this modest one-year program, providing loans only to those most likely to repay, was killed by Sen. Jake Garn's (R-UT) tabling motion, 55-39.

9. **FAIR BUDGET:** The Senate joined ranks with the House and voted 51-43 to reject Reaganomics and pass an AFL-CIO-backed fiscal 1984 budget that includes increased funding for domestic programs, including contingency funds for recession relief programs.

10. **FAIR TAXES:** In a 45-55 vote, the Senate bowed to President Reagan and refused to "cap" the July 1 tax cut at $720 per taxpayer. The AFL-CIO-backed $720 cap would have maintained full tax cuts for those with incomes up to $46,000; those with higher incomes would still receive a $720 cut. But all Republicans except three voted against the cap, placing tax cuts for the wealthy above help for the jobless.

R = Right
W = Wrong
A = Absent
P = Present

	1	2	3	4	5	6	7	8	9	10
---- ALABAMA										
HEFLIN (D)	W	R	R	W	R	R	R	W	W	W
DENTON (R)	W	R	W	W	W	W	W	W	W	W
---- ALASKA										
STEVENS (R)	W	R	W	R	W	W	W	W	R	W
MURKOWSKI (R)	W	W	W	R	W	W	W	W	R	W
---- ARIZONA										
DECONCINI (D)	W	R	R	W	R	W	R	R	W	R
GOLDWATER, BARRY (R)	W	W	W	R	A	W	R	W	W	W
---- ARKANSAS										
BUMPERS (D)	R	R	W	W	R	R	R	R	R	R
PRYOR (D)	R	R	W	W	R	W	R	W	R	R
---- CALIFORNIA										
CRANSTON (D)	R	A	A	A	A	R	A	R	R	R
WILSON (R)	W	R	W	R	W	W	W	W	W	W
---- COLORADO										
HART (D)	A	R	A	R	R	R	R	R	R	R
ARMSTRONG (R)	A	W	W	W	W	W	W	W	W	W
---- CONNECTICUT										
DODD (D)	R	R	R	R	R	A	R	R	R	R
WEICKER (R)	A	R	W	R	W	W	R	R	R	W
---- DELAWARE										
BIDEN (D)	R	R	R	W	R	R	R	R	R	R
ROTH, WILLIAM (R)	W	R	W	R	W	W	W	W	W	W
---- FLORIDA										
CHILES (D)	R	R	R	R	R	W	R	W	R	R
HAWKINS, PAULA (R)	W	R	W	R	W	W	R	R	W	W
---- GEORGIA										
NUNN (D)	W	A	W	W	R	W	R	W	W	R
MATTINGLY (R)	W	R	W	W	W	W	W	W	W	W
---- HAWAII										
INOUYE (D)	R	R	R	W	R	R	A	R	R	R
MATSUNAGA (D)	A	A	R	W	R	R	R	R	R	R
---- IDAHO										
MCCLURE (R)	W	R	W	R	W	W	W	W	W	W
SYMMS (R)	A	R	W	W	W	W	W	W	W	W
---- ILLINOIS										
DIXON, ALAN (D)	R	R	W	W	R	R	R	R	R	R
PERCY (R)	W	R	W	W	W	W	W	W	W	W
---- INDIANA										
LUGAR (R)	W	R	W	R	W	W	W	W	W	W
QUAYLE (R)	W	R	A	W	W	W	W	A	W	W
---- IOWA										
GRASSLEY (R)	W	W	W	R	W	W	W	W	W	W
JEPSEN (R)	W	W	W	W	W	W	W	W	W	W
---- KANSAS										
KASSEBAUM (R)	W	R	W	R	W	W	W	W	R	W
DOLE (R)	A	R	W	R	W	W	W	W	W	W

	1	2	3	4	5	6	7	8	9	10
---- KENTUCKY										
FORD, WENDELL (D)	R	R	R	W	R	R	R	R	R	R
HUDDLESTON (D)	R	R	W	W	R	R	R	W	R	R
---- LOUISIANA										
LONG, RUSSELL (D)	R	R	W	W	R	W	R	A	W	R
JOHNSTON, BENNETT (D)	A	R	W	W	R	W	R	W	W	W
---- MAINE										
MITCHELL, GEORGE (D)	R	R	R	W	R	R	R	W	R	R
COHEN (R)	W	R	W	R	W	W	W	W	R	R
---- MARYLAND										
SARBANES (D)	R	R	R	A	R	R	R	R	R	R
MATHIAS (R)	R	R	A	R	A	W	W	R	R	W
---- MASSACHUSETTS										
KENNEDY (D)	R	A	R	R	R	R	R	R	R	R
TSONGAS (D)	R	A	R	W	R	R	R	R	A	R
---- MICHIGAN										
LEVIN (D)	R	R	R	W	R	R	R	R	R	R
RIEGLE (D)	R	R	R	W	R	R	R	R	R	R
---- MINNESOTA										
BOSCHWITZ (R)	W	R	W	R	W	W	W	R	R	W
DURENBERGER (R)	A	R	W	R	W	W	W	W	W	W
---- MISSISSIPPI										
STENNIS (D)	W	R	W	R	A	W	R	W	R	R
COCHRAN (R)	W	A	W	R	W	W	W	W	R	W
---- MISSOURI										
EAGLETON (D)	R	R	R	W	R	R	R	R	R	R
DANFORTH (R)	W	R	W	R	W	W	W	A	R	W
---- MONTANA										
MELCHER (D)	R	R	R	W	R	R	R	R	W	R
BAUCUS (D)	R	W	W	W	R	R	R	R	W	R
---- NEBRASKA										
EXON (D)	W	W	W	W	R	W	R	W	W	R
ZORINSKY (D)	W	W	R	W	W	W	R	W	W	W
---- NEVADA										
HECHT (R)	W	W	W	R	W	W	W	W	W	W
LAXALT (R)	W	W	W	R	W	W	W	W	W	W
---- NEW HAMPSHIRE										
RUDMAN (R)	W	W	W	R	W	W	W	W	R	W
HUMPHREY (R)	W	W	W	W	W	W	W	W	W	W
---- NEW JERSEY										
LAUTENBERG (D)	R	R	R	R	R	R	R	R	R	R
BRADLEY (D)	R	R	R	W	R	R	R	R	R	R
---- NEW MEXICO										
BINGAMAN (D)	R	R	R	R	R	R	R	R	R	R
DOMENICI (R)	W	R	A	R	W	W	W	W	R	W
---- NEW YORK										
MOYNIHAN (D)	R	R	W	R	R	R	R	R	R	R
D'AMATO (R)	W	R	W	R	W	W	W	R	R	W
---- NORTH CAROLINA										
EAST (R)	W	R	W	W	W	W	W	W	W	W
HELMS (R)	W	W	W	W	W	W	W	W	W	W

	1	2	3	4	5	6	7	8	9	10
---- NORTH DAKOTA										
BURDICK (D)	R	R	R	W	R	R	R	R	R	R
ANDREWS, MARK (R)	W	R	W	R	W	W	W	W	R	W
---- OHIO										
METZENBAUM (D)	R	R	R	R	R	R	R	R	R	R
GLENN (D)	R	R	R	W	R	R	R	A	R	R
---- OKLAHOMA										
BOREN (D)	P	W	W	W	P	R	R	R	W	W
NICKLES (R)	W	W	W	W	W	W	W	W	W	W
---- OREGON										
PACKWOOD (R)	W	R	A	R	W	W	W	W	R	W
HATFIELD (R)	W	W	W	R	W	W	W	W	R	W
---- PENNSYLVANIA										
SPECTER (R)	R	R	W	R	W	R	W	R	W	R
HEINZ (R)	W	R	W	R	W	W	W	R	R	R
---- RHODE ISLAND										
PELL (D)	R	W	R	R	R	R	R	R	R	R
CHAFEE (R)	W	W	W	R	W	W	W	W	R	W
---- SOUTH CAROLINA										
HOLLINGS (D)	A	R	R	W	A	R	R	A	A	R
THURMOND (R)	W	R	W	R	W	W	W	W	W	W
---- SOUTH DAKOTA										
PRESSLER (R)	W	R	A	R	W	W	W	A	A	W
ABDNOR (R)	W	R	W	R	W	W	W	W	W	W
---- TENNESSEE										
SASSER (D)	R	R	R	W	R	R	A	R	R	R
BAKER (R)	W	R	W	R	W	W	W	W	R	W
---- TEXAS										
BENTSEN (D)	A	R	W	R	R	R	R	W	W	R
TOWER (R)	A	R	A	R	W	W	W	W	W	W
---- UTAH										
GARN (R)	W	R	W	R	W	W	W	W	W	W
HATCH (R)	W	R	W	R	W	W	W	W	W	W
---- VERMONT										
LEAHY (D)	R	R	W	R	R	R	R	R	R	R
STAFFORD (R)	W	R	W	R	W	W	W	W	R	W
---- VIRGINIA										
TRIBLE (R)	W	W	W	R	W	W	W	R	W	W
WARNER (R)	W	R	W	R	W	W	W	W	W	W
---- WASHINGTON										
JACKSON (D)	R	R	R	R	R	R	R	R	R	R
GORTON (R)	W	W	W	R	W	W	W	W	R	W
---- WEST VIRGINIA										
BYRD, ROBERT (D)	R	R	R	W	R	R	R	R	R	R
RANDOLPH (D)	R	R	R	W	R	R	R	R	R	R
---- WISCONSIN										
PROXMIRE (D)	W	W	R	W	R	W	R	W	W	R
KASTEN (R)	W	R	W	W	W	W	W	W	W	W
---- WYOMING										
WALLOP (R)	W	R	A	R	W	W	W	W	W	W
SIMPSON (R)	W	R	W	A	W	W	W	W	A	W

AFL-CIO news

VOL. 28, NO. 37
SATURDAY
SEPTEMBER 17, 1983

Solidarity Day: 'Across America —we were heard'

America's workers rallied behind their union banners to make Solidarity Day III the largest Labor Day turnout in the nation's history.

It was celebrated in 151 locations across the country, at parades, rallies and a medley of special activities that drew more than 1.3 million participants.

Union members carried on their placards and banners the Solidarity Day theme, "Across America, We Will Be Heard."

And when the reports from all 50 states had been tallied, AFL-CIO President Lane Kirkland was able to declare in a message of thanks to those who made Solidarity Day such a success, "Across America, We Were Heard."

Solidarity Day was more than a revival of Labor Day observances, Kirkland stressed. It signalled also "the revival of spirit so essential to our movement."

It was 101 years since the first Labor Day parade, and the holiday an earlier generation of union members established has become a traditional end-of-summer rite at beaches and lakes. In an era of television sports and air conditioning, people just don't march in sweltering heat or listen to speeches on rain-splattered fairgrounds.

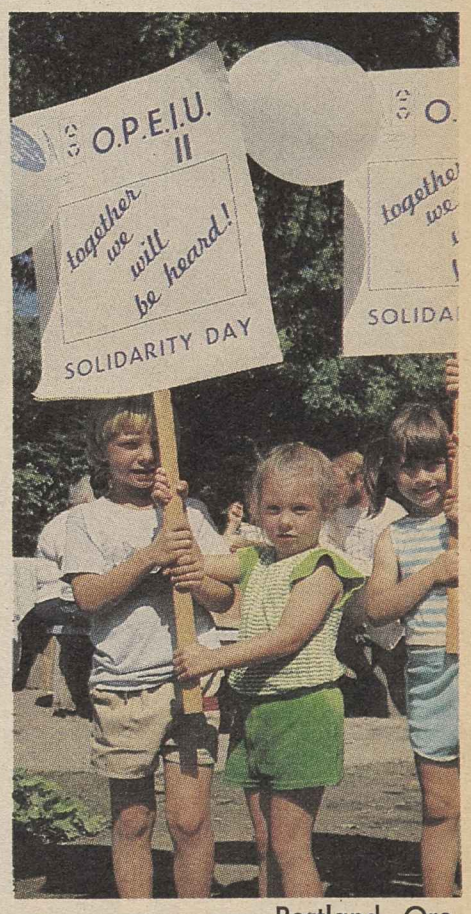
But they did, and in these pages are some of labor's family snapshots from Solidarity Day.

Next on labor's agenda, Kirkland said, is the move "from protest to politics" in order to achieve the changes needed "to get us back on the road to full employment and a just society."

More than 12,000 rallied in MacArthur Park to wind up Los Angeles celebration.

Harrisburg, Pa.

Dayton, Ohio



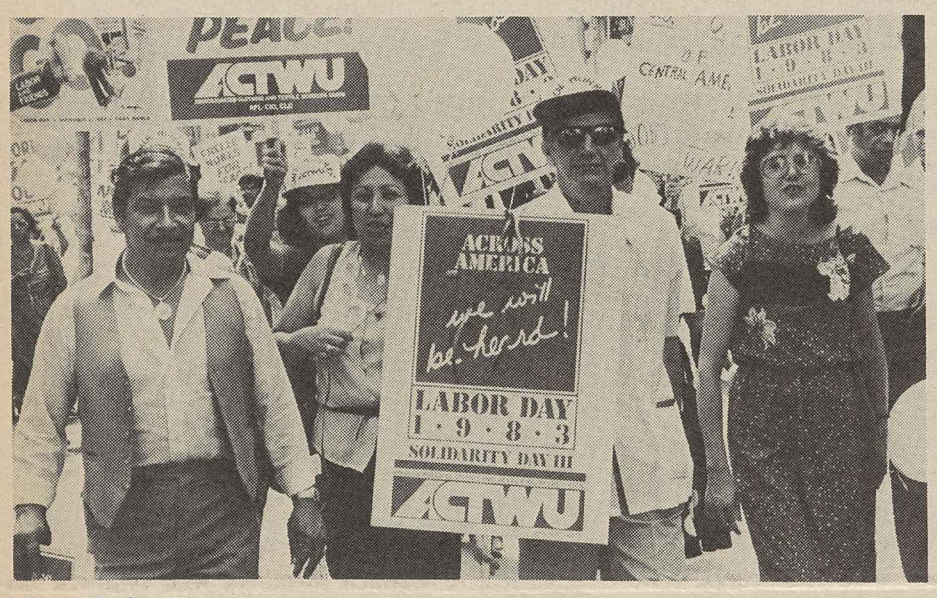
Portland, Ore.

The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

9/17/83

Allenstown, N.H.

Boston



New York City

New York City

Albany

New York City

New York City

New York parade highlights events in Northeast

Allenstown, N.H.

Across New England and in seven locations in New York state, union members were heard and seen this Solidarity Day.

The nation's largest parade, in New York City, took hundreds of thousands of union members past a Fifth Ave. reviewing stand to the beat of 150 bands.

For the first time in a 101-year tradition, the parade was led by a woman—Grand Marshal Sandra Feldman, who is executive director of a 70,000-member local of the Teachers. AFL-CIO Executive Council members who followed her included AFL-CIO President Lane Kirkland and Presidents Sol C. Chaikin of the Ladies' Garment Workers; Alvin E. Heaps of the Retail, Wholesale & Dept. Store Union, and Albert Shanker of the American Federation of Teachers.

Searing temperatures in Boston didn't keep 150,000 people from lining the streets to watch an exuberant parade that drew contingents from unions across the state. In New Haven, the first Labor Day parade in 22 years was a blockbuster, with 115 local unions in the line of march. There were many cheers for Janusz Warchakowski, a Polish Solidarnosc activist who was imprisoned for union activities.

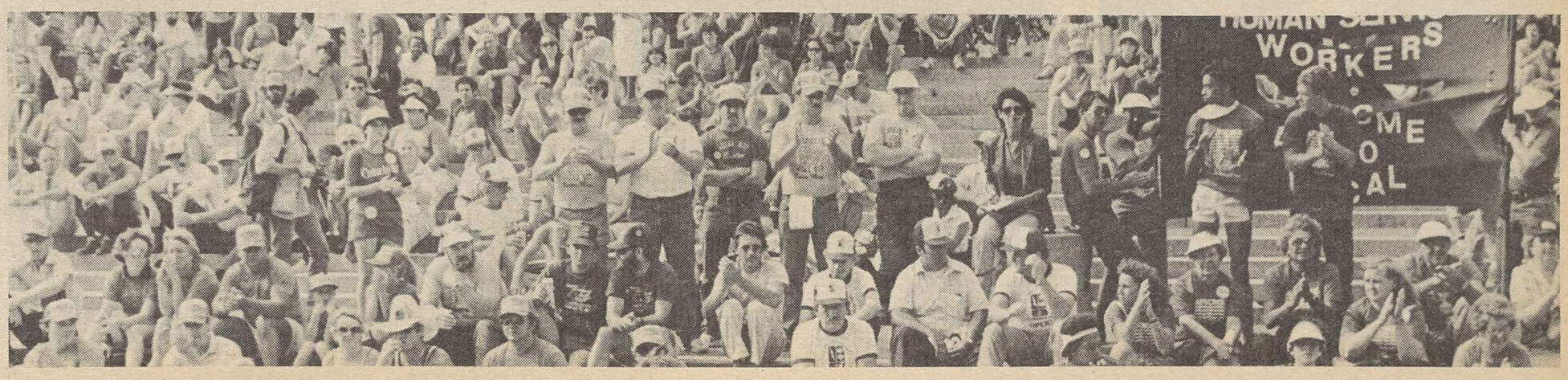
At Warwick, R.I., more than 5,000 Providence-area picnickers turned out and Seafarers President Frank Drozak was one of the speakers. There was a parade and rally in Portland, Me., and 2,000 people came to the Solidarity III picnic in Allenstown, N.H. In Massachusetts, there were central body breakfast functions in Springfield, Worcester and in the Berkshires.

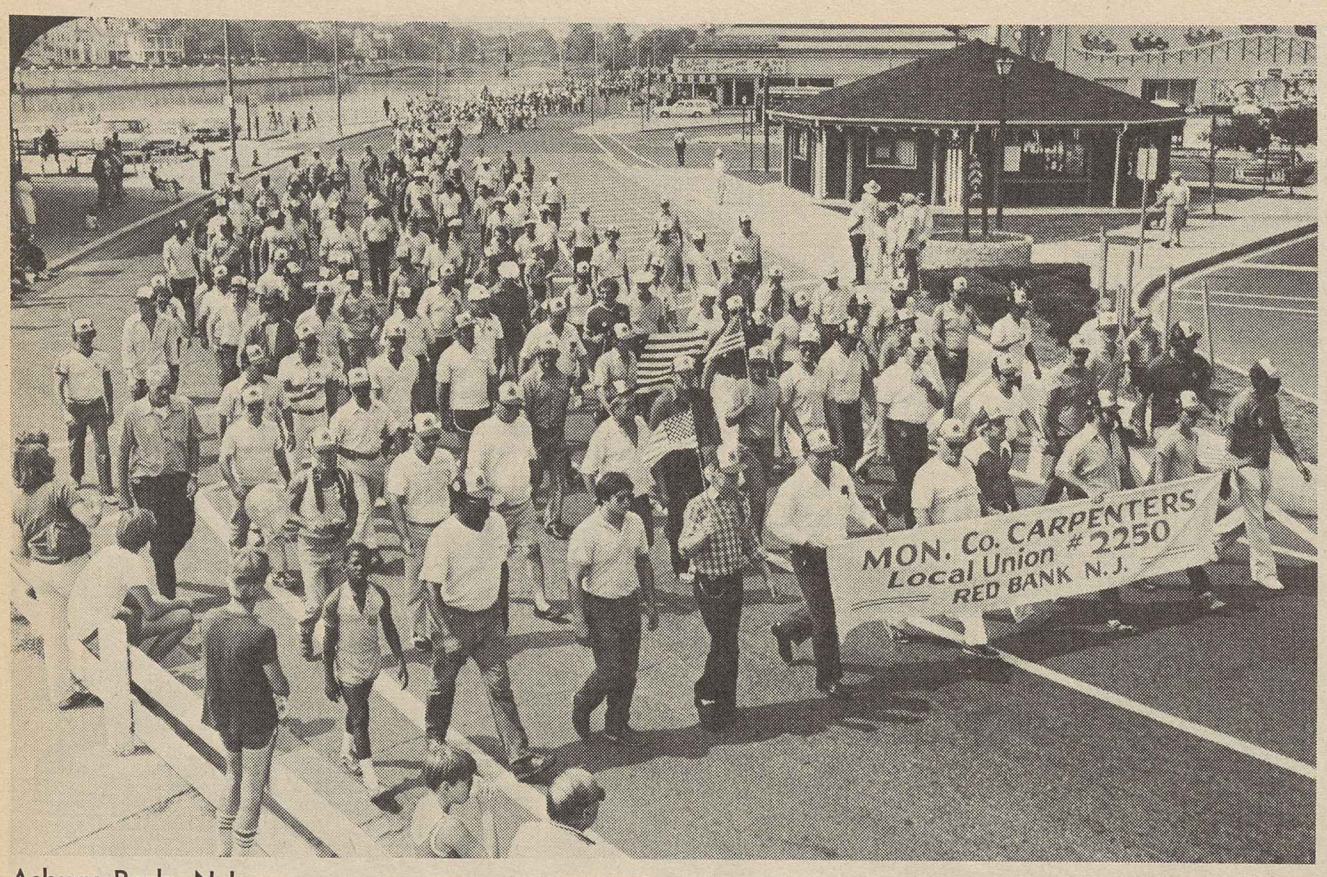
In Albany, N.Y., the Labor Day parade was the first since 1886. Other events in New York were held in Syracuse, Buffalo, Rochester, Massena and Dunkirk.

New Haven, Conn.

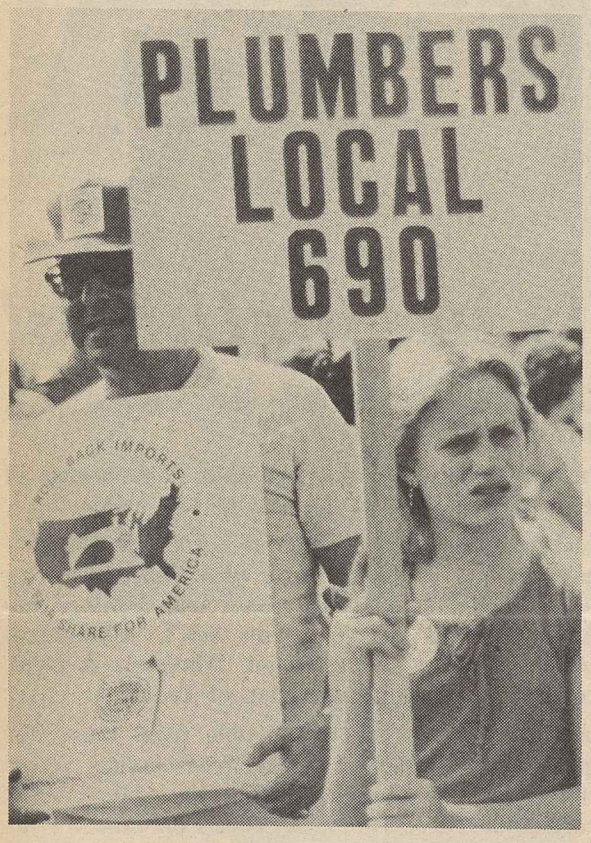
Warwick, R.I., above

Boston, below





Asbury Park, N.J.



Rallies look to 1984 elections

Solidarity Day III events in the mid-Atlantic states celebrated the accomplishments of working men and women and aired their grievances against the policies of the Reagan Administration.

At a Westmoreland County park in Pennsylvania, AFL-CIO Vice President Barbara Hutchinson noted that western Pennsylvania used to be a thriving industrial area but now is ravaged by unemployment.

Speakers in Beaver Falls, Pa., also blamed Reagan's economic policies for the high unemployment that has gripped the region. In downtown Pittsburgh, unionists marched through the streets in a Solidarity Day protest.

Across the state, one of the region's largest rallies took place at Philadelphia's Penn's Landing where more than 30 unions sponsored booths or other displays to show their involvement in the community and the life of the nation.

Among the Philadelphia speakers, President Gerald McEntee of the State, County & Municipal Employees warned that the nation is in trouble and that under Reagan "the high and mighty" are getting all "they can cart away." Clothing & Textile Workers President Murray Finley and Carpenters President Patrick Campbell also addressed the crowd.

Other large turnouts in Pennsylvania were in the capital city of Harrisburg, 5,000; Bradford, 1,000, and Scranton, 1,000.

Between 10,000 and 12,000 unionists turned out in Asbury Park, N.J., to take part in the second annual Labor Day Parade sponsored by the State AFL-CIO and the Monmouth-Ocean Counties Central Labor Council.

Maryland-District of Columbia labor supporters marched through downtown Baltimore to rally at Hopkins Plaza in a show of unity. And Greenbelt, Md., held its 11th annual Labor Day Parade.

In Baltimore, President John DeConcini of the Bakery, Confectionery & Tobacco Workers reminded workers of the Administration's decertification of the Air Traffic Controllers and charged: "They have curbed our right to work, but they can't stop us from going to the ballot box in November."

Elsewhere in the region, trade unionists rallied and held Labor Day picnics in Farmington, and Ravenswood, W.Va., and Dover, Del.

Baltimore

Philadelphia

Harrisburg, Pa.

Farmington, W.Va.

Atlanta parade

Raleigh, N.C.

Paducah, Ky.

South rises in Solidarity

Solidarity Day III spirit ran high across the South where weather extremes that ranged from blazing heat to pouring rain did not stop more than 136,000 union members and their families from taking part in the parades, rallies and special events.

In Tuscaloosa, Ala., the largest Labor Day turnout ever drew more than 10,000 people to the parade and rally. Crowds also flocked to events in Mobile and Sheffield.

In Florida, Fort Lauderdale gave a warm—104-degree welcome—to Machinists President William Winpisinger in the first of three Solidarity Day rallies he keynoted. The event drew some 10,000 participants. Fort Myers trade unionists sponsored a Labor Day breakfast.

Atlanta's first Labor Day parade in 17 years attracted some 12,000 participants with President William Bywater of the Electronic, Technical & Salaried Workers the chief speaker at the rally. The day was rounded out by a special labor salute at the Braves' baseball game. Augusta, Ga., celebrated with a picnic.

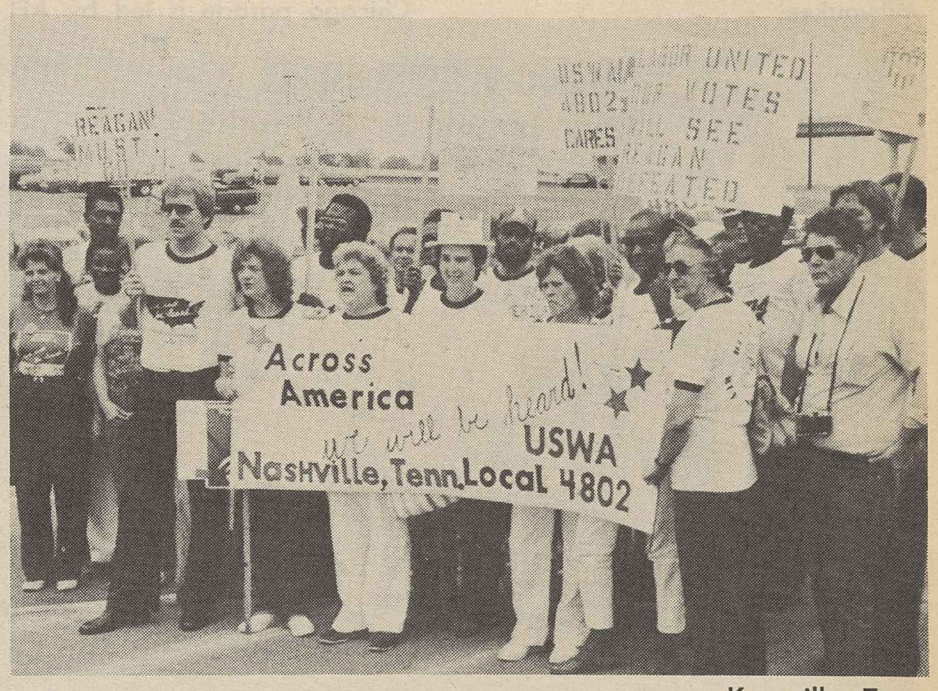
In Raleigh, N.C., Government Employees President Kenneth Blaylock keynoted a rally. Haywood County held its largest Labor Day parade with 15,000 participating. Other events were in Enka and Brevard.

More than 8,500 demonstrators turned out for the parade in rural Covington, Va., and in Charleston, S.C., 2,500 took part in the rally and family outing that featured labor songs led by members of the Ladies' Garment Workers Union Label Chorus.

Heavy rains didn't dampen Solidarity Day spirits in New Orleans and Lake Charles, La. And in Jackson, Miss., Paperworkers President Wayne Glenn sounded a call for jobs.

In Tennessee, rallies were held in Knoxville and Memphis, and in Paducah, Ky., an all-day program included a parade with floats, bands and banners and a family picnic.

Tuscaloosa, Ala.

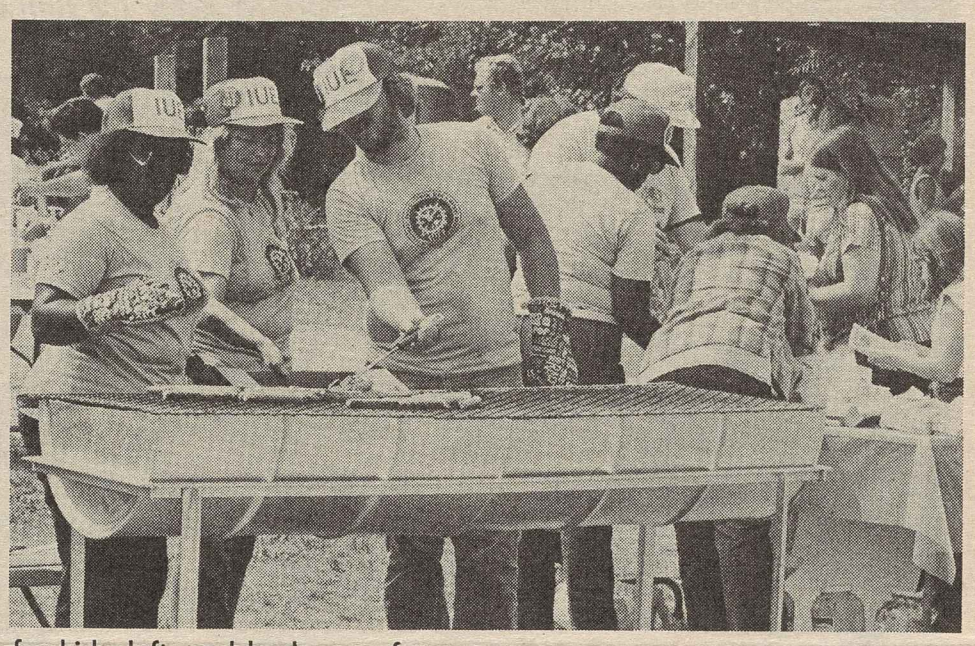


Knoxville, Tenn.

Milwaukee parade

Madison, Wis.

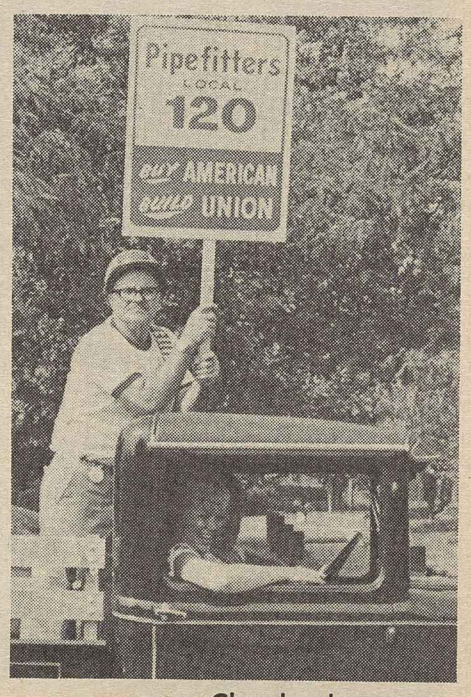
Milwaukee



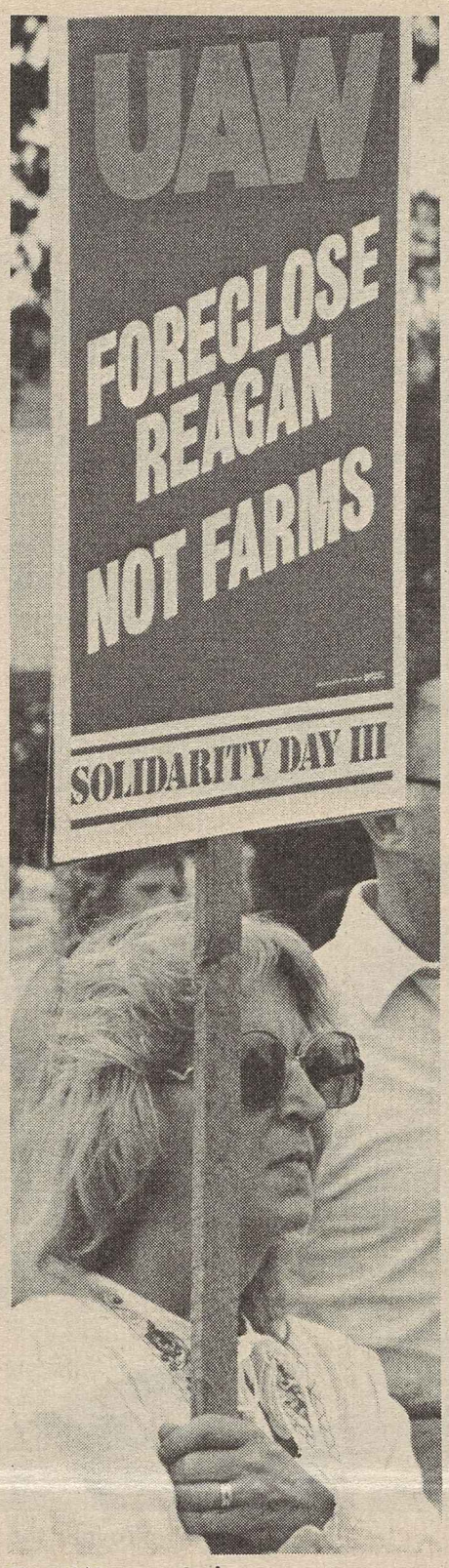
Fort Wayne, Ind., picnic featured fun for kids, left, and barbeques for grown-ups.

Chicago parade is led by AFL-CIO President Lane Kirkland.

Dayton, Ohio, marchers



Cleveland message



Fort Wayne, Ind.

Chicago

Jobs message sent 'loud and clear'

Double-digit unemployment still plagues most of the industrial states that ring the Great Lakes, and Solidarity Day turnouts in the six-state region were big.

Illinois had 11 Solidarity Day events, topped by Chicago's parade of 40,000 union members along Michigan Ave. to Grant Park. Lane Kirkland walked with them, and labor's day was topped by an outdoor concert and fireworks.

But there were also parades, rallies and special events across the state—in Aurora, Belleville and Bloomington, and in the cities of Carbondale, Danville, Decatur, Galesburg, Granite City, Rockford and Springfield.

In Wisconsin, close to 25,000 took part in Milwaukee's six-hour program. It started with a parade in which, the Milwaukee Sentinel reported, "the message was jobs" and "union members shouted it loud and clear." AFSCME President Gerald McEntee was with them.

Merrill, Kenosha, Fond Du Luc, LaCrosse, Madison, Sheboygan, Marinette and Port Washington were other Solidarity Day host cities in Wisconsin.

In Ohio, Cleveland's parade had 350 floats and stretched seven and one-half miles. Police say close to 100,000 people watched it. The day ended with a blockbuster "block party" and fireworks. Communications Workers President Glenn Watts spoke in Cleveland and Columbus.

Other Ohio observances included a zesty parade in Cincinnati and events in Lima, Newark, Toledo, Dayton and Zanesville.

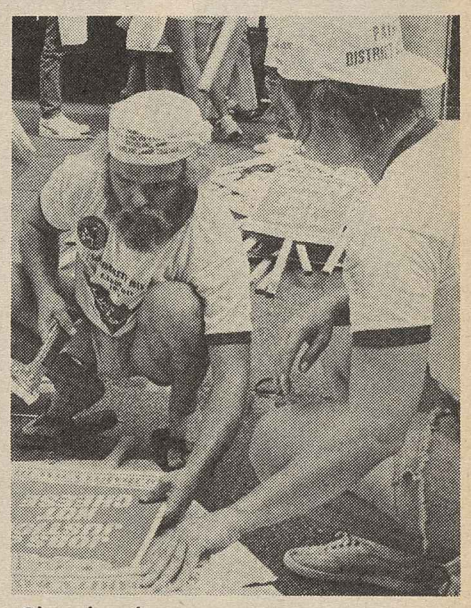
Indiana's Solidarity Day included the Indianapolis parade and rally addressed by Food & Commercial Workers President William H. Wynn and the "old-fashioned Labor Day" at Fort Wayne, with refreshments for 6,000, labor songs and speeches.

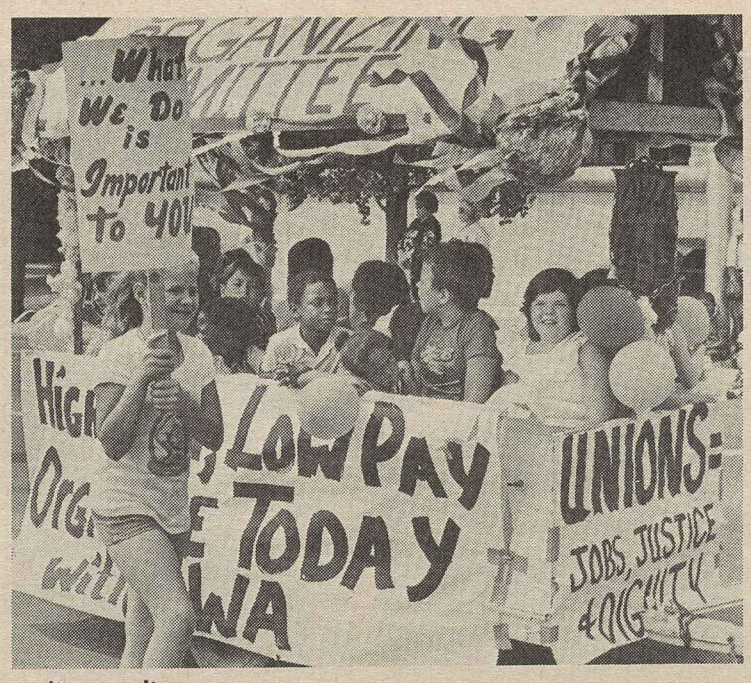
East Chicago, Elkhart and Terre Haute were other parade sites. Bloomington had a pig roast. President James E. Hatfield of the Glass, Pottery & Plastics Workers spoke at Solidarity Day events in both Kokomo and Richmond; union retirees had a picnic with speaker at Merrillville.

Solidarity Day in Detroit was an estimated 100,000 union members trying to squeeze into Kennedy Square after one of the big Labor Day parades for which the city is famous. Auto Workers President Owen Bieber was one of a galaxy of prominent speakers. Elsewhere in Michigan, workers marched and rallied in Lansing, Flint, Manistee and Rock.

Minnesota found more than 15,000 at a picnic in Duluth, a well-attended breakfast rally in St. Paul and a parade in Cloquet. And union members from Cass, Crow Wing and Aitkin Counties came to Brainerd "to show that 'Across America, We Will Be Heard.' "

Rockford, Ill.

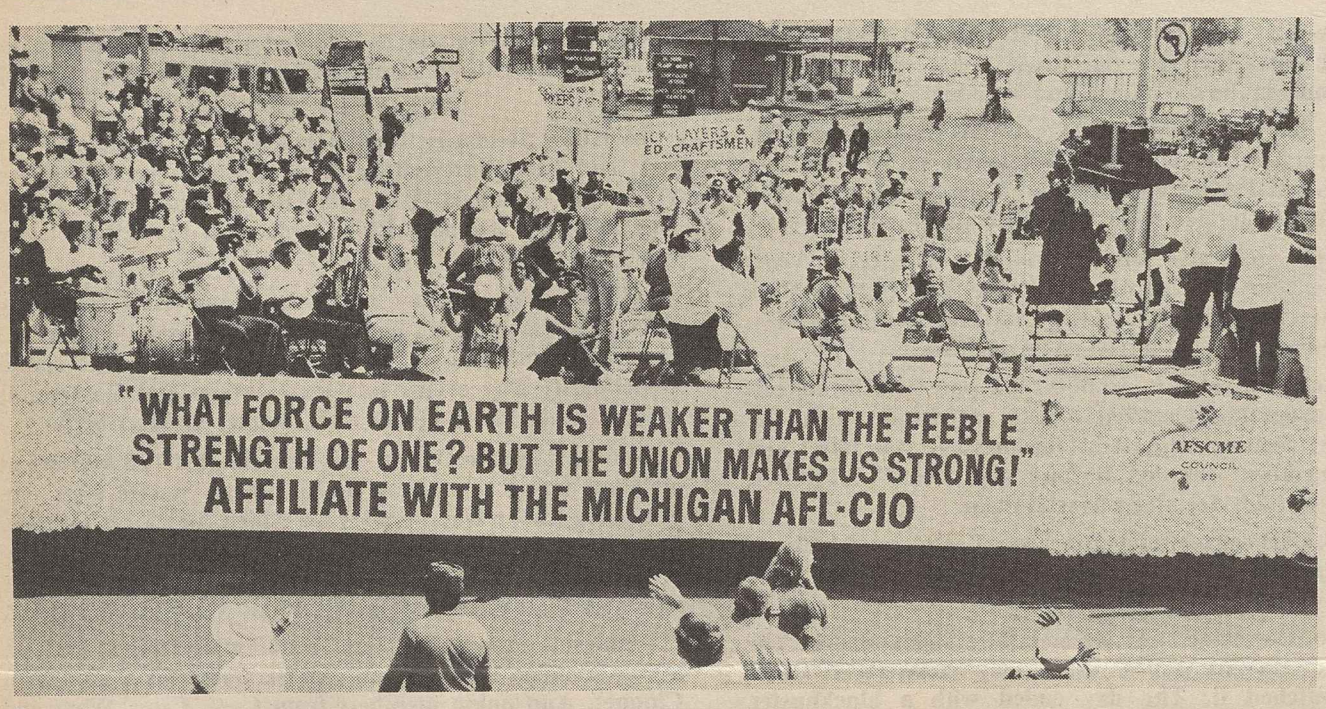

Cleveland



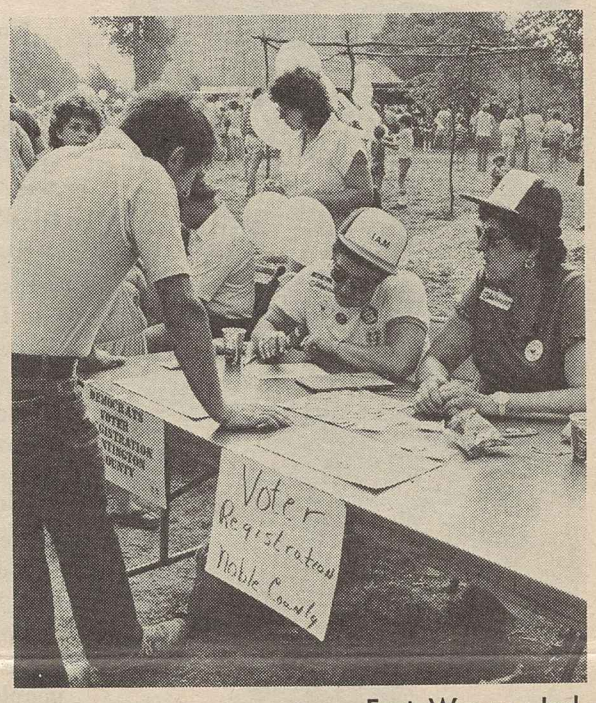
Indianapolis

Toledo, Ohio

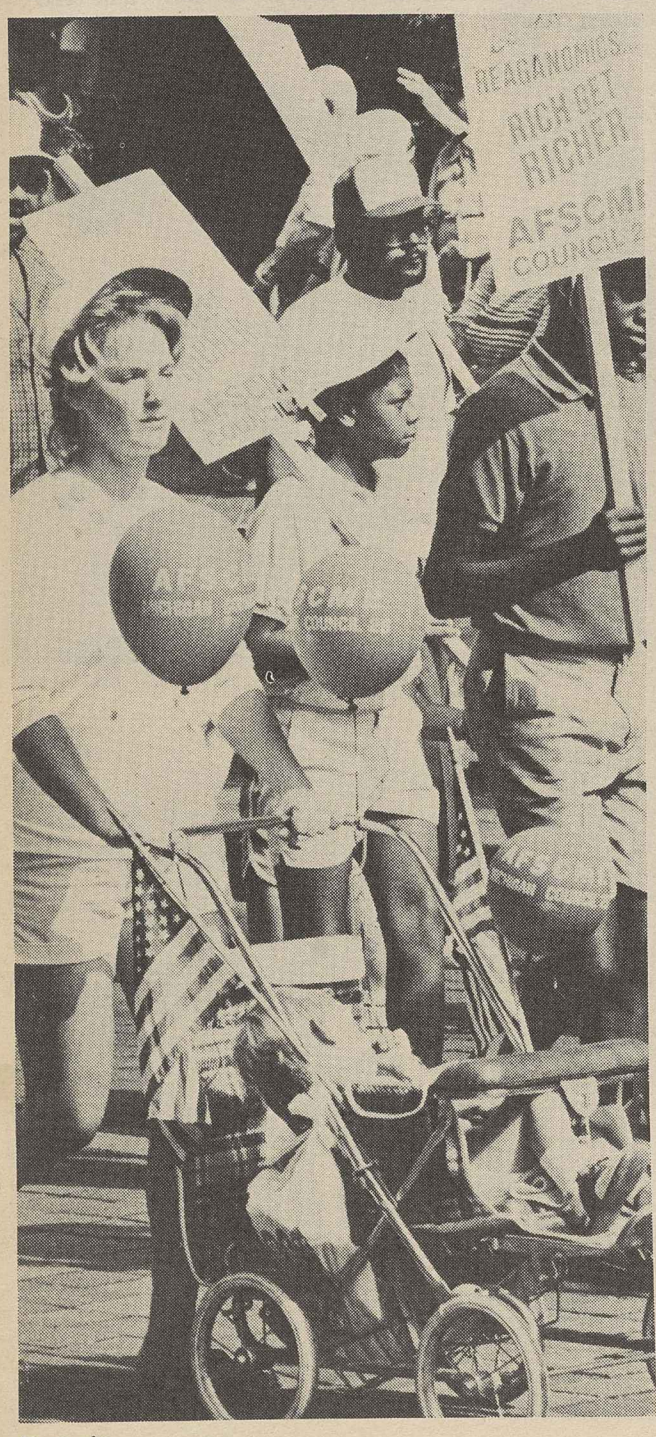
Cleveland



Detroit



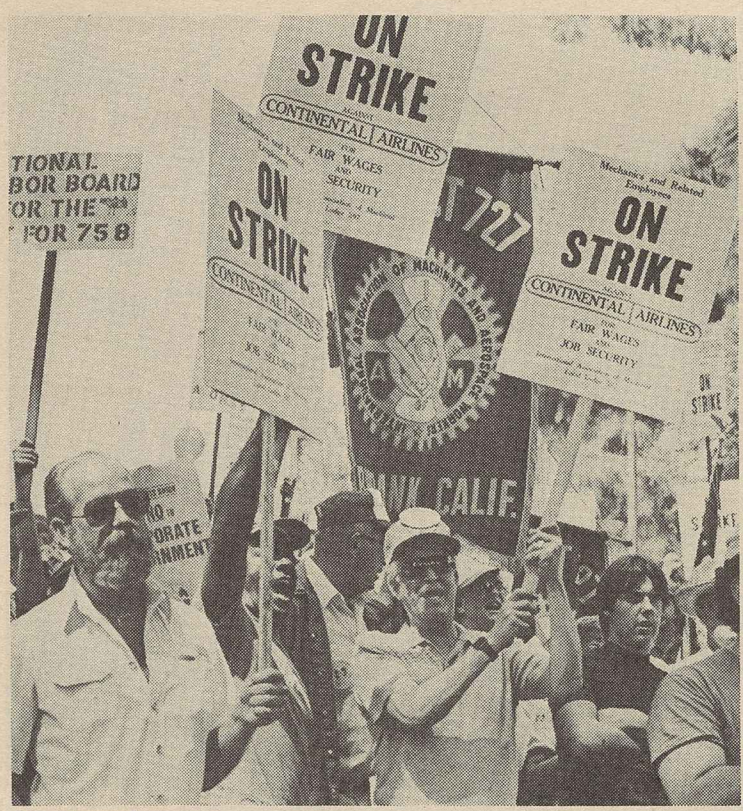
Fort Wayne, Ind.



Detroit

Terre Haute, Ind.

Litchfield, Minn.



Los Angeles

Portland, Ore.

Rallies target Reagan policies

Impressive crowds marked Solidarity III at a variety of events in the Far West, including picnics, rallies, parades, and special Labor Day church services.

More than 12,000 trade unionists, friends and family members gathered at MacArthur Park in Los Angeles to hear top national and state labor leaders condemn the economic policies of President Reagan, California Gov. George Deukmejian, and the conservative majority on the Los Angeles County Board of Supervisors.

Service Employees President John J. Sweeney blasted Administration budget and tax policies and said the anti-worker tilt in government has made union solidarity more important than ever.

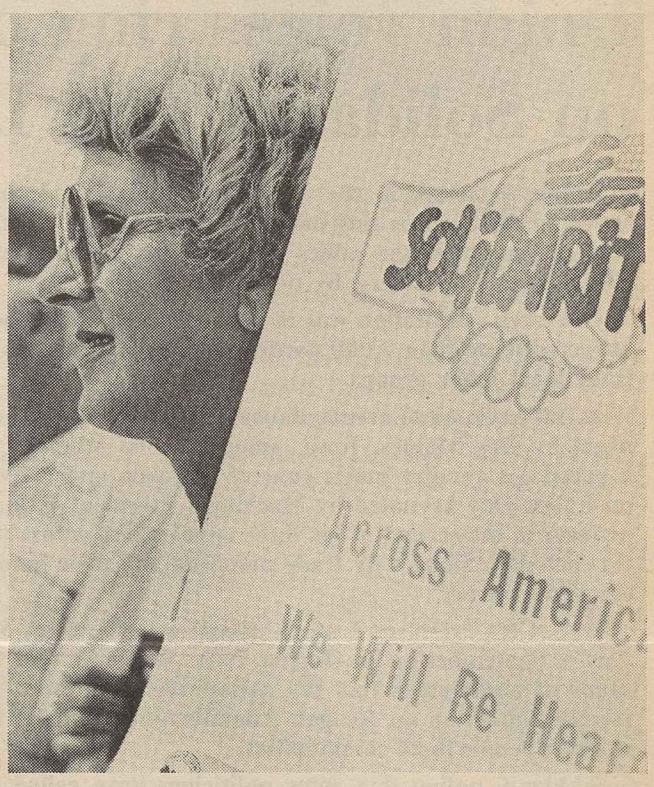
At the Alameda County fairgrounds, Machinists President William W. Winpisinger mounted a searing attack on Reaganomics. And at the Santa Cruz rally, Operating Engineers President J. C. Turner assailed the scuttling of federal safety and occupational health programs and attacks on prevailing wage protections.

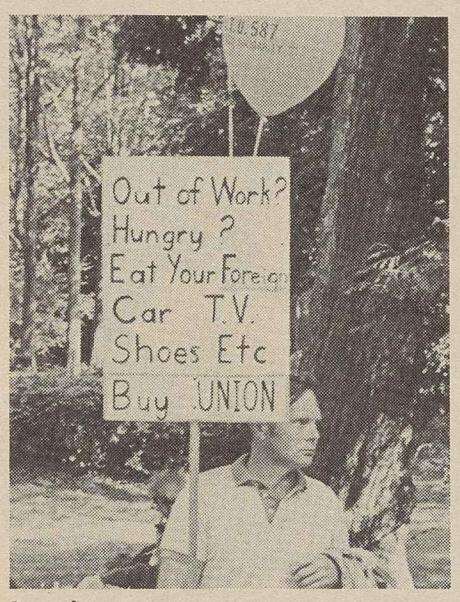
Sweeney, Turner and Winpisinger were among the union leaders who took part in several Solidarity Day programs.

Also in California, there were well-attended Solidarity Day events in San Diego, Sacramento, San Francisco, Vallejo, Bakersfield, Modesto, San Jose and Humboldt.

Thousands of Nevada union members attended a picnic rally in Las Vegas, along with Letter Carriers President Vincent R. Sombrotto, Postal Workers President Moe Biller, and Frederick O'Neal, president of the Actors and Artistes.

Both Hawaii and Alaska marked Solidarity Day, with 3,000 in Honolulu and 1,500 at the Anchorage rally. In Washington state, there were 1,500 in Seattle. And in Oregon 6,000 turned out for a picnic and rally at Coos Bay, 4,500 were at Portland, and 450 at Eugene.





Seattle

Anchorage, Alaska

Las Vegas, Nev.

Oakland

Wichita, Kan.

Union voices ring out on Solidarity Day III

Union members in the Mississippi Valley and the Plains states let their voices ring out at Solidarity Day events. In several communities, the rallies were the first major Labor Day observances ever staged by organized labor.

One such celebration was in Minot, N.D., where the parade attracted more than 7,000 participants and 109 marching units from local labor groups.

A full weekend of events, dubbed "Solidarity Fest," was organized by Des Moines, Iowa, unionists. The program included a parade, a country music concert, a picnic and a lively rally on Labor Day keynoted by Machinists President William Winpisinger in the second of his three appearances across the country that day. Sioux City trade unionists and their families also enjoyed a picnic.

AFL-CIO President Lane Kirkland wound up his Solidarity Day at Septemberfest in Omaha, Neb., where he told the thousands of participants that the nationwide demonstrations were focusing attention on Reagan Administration policies that hurt working people in all communities.

Kirkland, noting that some politicians have called unions a "special interest," declared that organized labor is proud to be called the representative of such special concerns as jobs for all Americans at decent wages, equal rights, quality education and economic security and dignity for senior citizens.

Omaha's Septemberfest, this year devoted to Solidarity Day activities, is a popular local tradition. It featured a three-day fair including craft and skill demonstrations by union workers, food tents, prizes and giveaways and live entertainment.

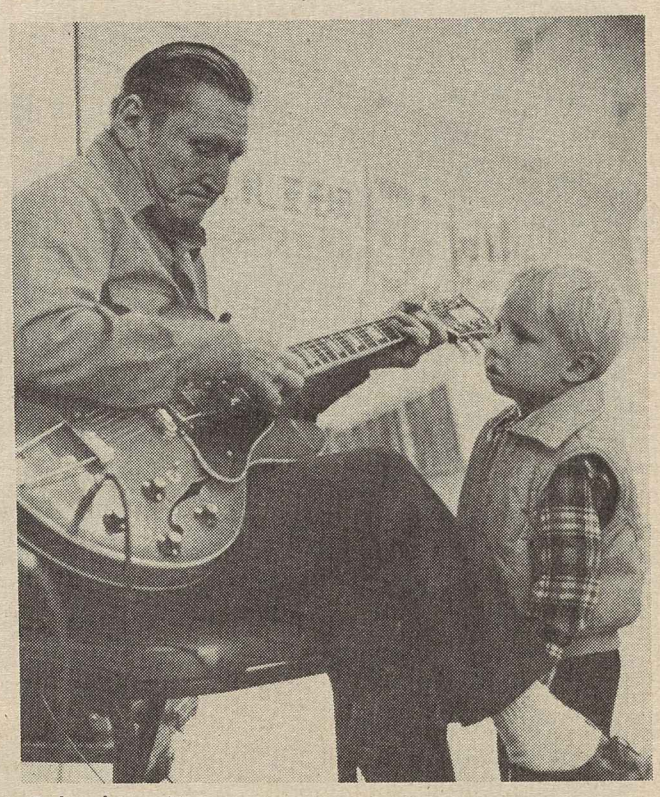
At the Solidarity Day picnic in Wichita, Kan., AFL-CIO Sec.-Treas. Thomas R. Donahue told the gathering of more than 4,500 that workers want "jobs, jobs and more jobs," and that theme was reflected in the colorful signs and banners carried by the demonstrators.

Reminders of the urgent need for jobs also punctuated the rally and family picnic in Coffeyville, Kan.

Trade unionists in South Dakota turned out their numbers for rallies in Sioux Falls and Rapid City, where union members also staged a Solidarity Day parade.

The streets of St. Louis resounded to the beat of the 25,000 participants in that city's Solidarity Day parade, one of five events in Missouri. Others were held at Columbia, Springfield, Hannibal and Kansas City, where union members turned out for the traditional Labor Day parade, featuring floats and an abundance of Solidarity Day banners.

St. Louis

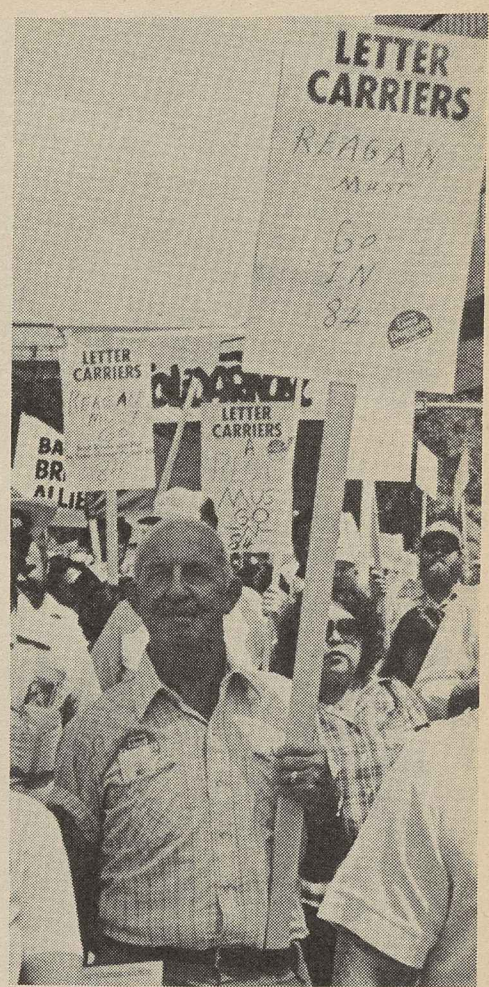


Columbia, Mo.

Des Moines, Iowa

Minot, N.D.

Austin, Tex., mass march



Billings, Mont.

Labor Day panorama

In the West and Southwest, union members and their families celebrated Solidarity Day in a panorama of breakfasts, picnics, marches and rallies.

One of Denver's most successful Labor Day parades drew some 6,000 marchers waving signs and banners. Food & Commercial Workers President William Wynn was the keynote speaker at the rally that followed.

Family picnics with the accent on Solidarity Day were held in Billings, Kalispell and Butte, Mont., and in Great Falls where the "Reaganomics" dunk tank game got enthusiastic play.

Music was in the air in Salt Lake City at a free concert sponsored by the Musicians. In nearby Lagoon, some 12,000 unionists and their families thronged a picnic, while another 8,200 people enjoyed a family outing in Price.

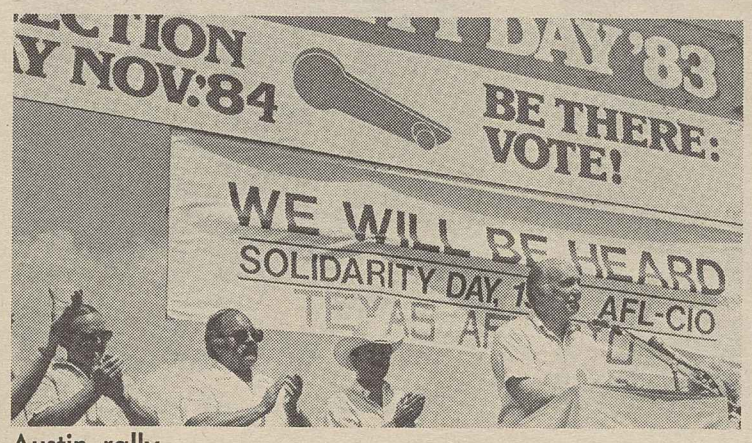
Picnics, punctuated by the call to political action, were the agenda for outings in Cheyenne, Casper and Rock Springs, Wyo., and in Idaho where picnics, parades and rallies were held in Boise, Pocatello, Emmett and Lewiston.

AFL-CIO Sec.-Treas. Thomas R. Donahue addressed lively rallies in Little Rock, Ark., and Austin, Tex., where 10,000 marchers turned out for a parade. Union families also paraded and picnicked in Fayetteville, Ark., and in Midland-Odessa and El Paso, Tex.

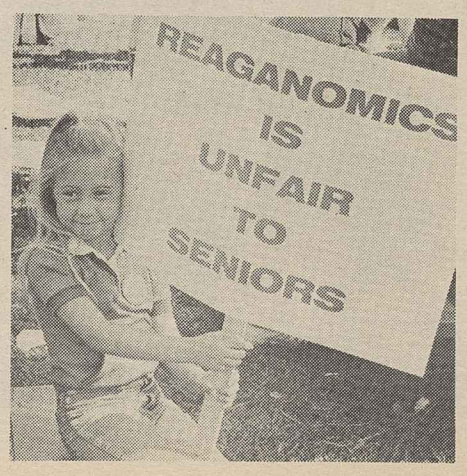
Demonstrators in Tucson used the occasion to collect contributions to aid striking Arizona copper workers in a demonstration of solidarity.

In Oklahoma City, some 3,000 unionists marched in the city's first Labor Day parade in several years, and an old-fashioned political rally marked Solidarity Day at the state fairgrounds in Albuquerque, N.M.

Denver



Austin rally



Tucson, Ariz.

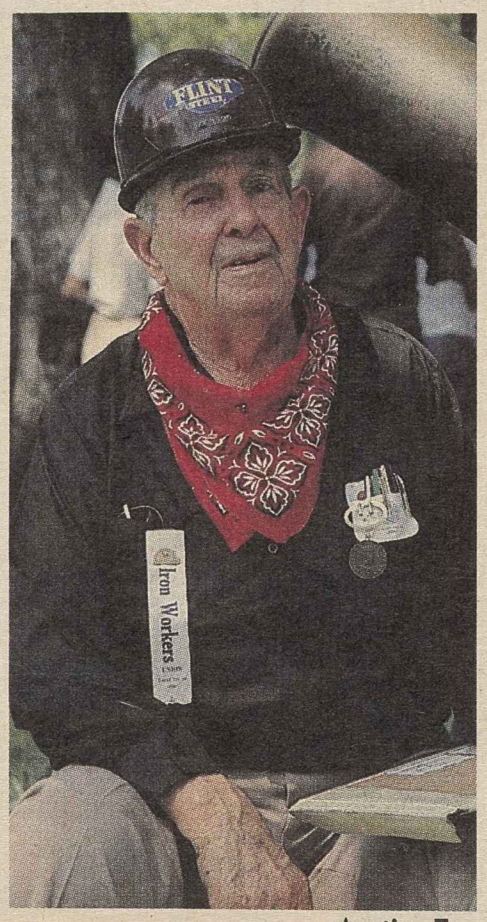
Boston's parade

Celebrations of, by and for America's workers

Allenstown, N.H.

Lane Kirkland wraps up his day in Omaha, Neb.

Fort Lauderdale, Fla.



Austin, Tex.

AFL-CIO news

VOL. 28, NO. 38
SATURDAY
SEPTEMBER 24, 1983

LEGISLATIVE ALERT!

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House approves public jobs bill

AFL-CIO President Lane Kirkland renews support of the Equal Rights Amendment at House hearings. He was accompanied by Legislative Rep. Jane O'Grady, Special Counsel Larry Gold and Legislative Director Ray Denison.

Subminimum amendments voted down

By David L. Perlman

The House voted 246-178 for a community improvement jobs program to help get America back to work.

It approved, over Reagan Administration objections, legislation to fund 500,000 jobs, to be filled primarily by workers who have been unemployed for at least 15 weeks. Some 4 million of the 10.7 million Americans without jobs and actively seeking work are in the eligibility pool.

Despite the decisive House vote, the bill faces an uphill course in the Republican-controlled Senate which has shied away from direct challenges to the President.

In urging congressional action, the AFL-CIO wrote House members before the vote that the need for legislation "can't be overstated." Its enactment would "give hope" to recession victims.

Before passing the bill, the House beat down amendments that would have seriously weakened the legislation.

It defeated by an overwhelming voice vote an amendment that would have allowed waiver of all labor standards—including minimum wage and Davis-Bacon requirements—if the Secretary of Labor concluded this would increase employment.

Key vote

The House then rejected, 327-92, a narrower version that would have allowed a subminimum wage for the ostensible purpose of increasing employment opportunities for black youth and other minoritie. Rep. Robert S. Walker (R-Pa.) was the sponsor of both amendments.

The bill's chief sponsor was Rep. Augustus F. Hawkins (D-Calif.), co-author of the 1978 Humphrey-Hawkins full employment legislation, and one section of the House bill reflects that concept. It would authorize a continuing program of community improvement jobs during periods of high unemployment. The ceiling on jobs would rise when unemployment is high and drop as the private sector recovers.

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For toxic chemicals

OSHA hit on move to scuttle standards

By Arlee C. Green

A proposal that the Occupational Safety & Health Administration abandon the setting of exposure limits for 116 toxic substances encountered in the workplace is "absolutely tragic," the AFL-CIO said.

The recommendation to drop the list of chemicals—including several found to cause cancer in humans—from the agency's rulemaking procedures was made in a memorandum drafted by an OSHA task force. It discussed in frank detail the problem of carrying out the deregulation process with the least public outcry.

Director Bert Seidman of the AFL-CIO's Dept. of Occupational Safety, Health & Social Security, termed the OSHA task force report "absolutely tragic."

Misdirected efforts

Instead of devoting its energies to regulate substances that can be harmful to workers, Seidman said, OSHA is "spending time and energy on how not to regulate them."

Seidman said the task force was quite right in its prediction that "this action will be seen as another attempt by the agency to avoid its statutory duties" and "as another indication the agency is unwilling to improve safety and health for workers."

Seidman pointed out the Environmental Protection Agency is considering banning some of the chemicals contained on the list, including carbon tetrachloride, chloroform, and MOCA, a chemical used as a curing agent for plastic products.

Sheldon Samuels, job safety director for the AFL-CIO Industrial Union Dept., charged that the Administration apparently considers it "cheaper to let workers die." He said the 116 substances are all known to be highly toxic and responsible for a broad spectrum of diseases in workers exposed to them.

Samuels noted the chemicals had all been targeted by past administrations for tighter exposure controls.

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Kirkland vows labor's support for ERA passage

The AFL-CIO continues to support an Equal Rights Amendment to the Constitution because discrimination against women still exists, AFL-CIO President Lane Kirkland testified at House hearings.

Only 35 of the required 38 states had ratified ERA when time ran out last year, so the constitutional amendment process has to go back to the starting line. A constitutional amendment must be adopted by a two-thirds majority of the House and Senate and then ratified by three-fourths of the states within a set time limit.

The Equal Rights Amendment that has been reintroduced in Congress is a simple one-sentence declaration: "Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex."

Kirkland termed sex discrimination "morally repugnant" and said a constitu-

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AFSCME lawsuit

Pay equity ruling backs women

By Susan Dunlop

Tacoma, Wash.—A federal judge found Washington state guilty of pay discrimination against its women workers. The decision, supporting charges brought by the State, County & Municipal Employees, could have nationwide implications for pay equity cases.

In his ruling in the $300-million class action suit filed by AFSCME's Washington Federation of State Employees, U.S. District Judge Jack Tanner agreed with the union that the state had violated Title VII of the 1964 Civil Rights Act. Judge Tanner found that the state practiced "direct, overt and institutionalized discrimination" in setting lower wage rates for jobs traditionally held by women than for jobs traditionally held by men.

In its argument before the court, AFSCME pointed to a 1974 study commissioned by the state which showed that women employees were being paid about 20 percent less than men doing jobs that required comparable skill, knowledge, responsibility, mental demands and working conditions. Follow-up studies in 1976, 1979 and 1980 showed that the wage gap continued to exist, but the state did not make wage adjustments.

About 15,000 workers were covered by the class action suit, and 95 percent of them are women.

Back pay trial

A follow-up trial to determine how much back pay and other compensation the state must pay the affected workers was set for Nov. 14.

AFSCME President Gerald W. McEntee called the decision "a landmark in the achievement of pay equity." The problems of unfair pay won't go away overnight, "but the ruling confirms the point that employers have been illegally holding down the wages of women," he said.

AFSCME is also pressing pay bias cases against Hawaii, Connecticut and Wisconsin as well as the cities of Philadelphia, Chicago and Los Angeles. The court's finding points to similar actions in these jurisdictions, McEntee said.

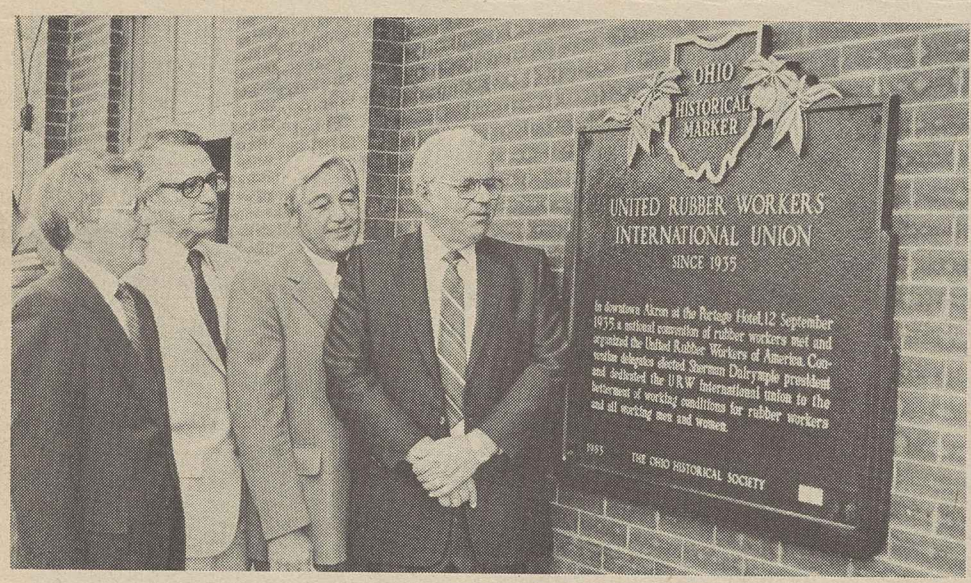
Diana Rock, AFSCME's women's program director, called the ruling "a sweeping victory for working women in the state of Washington and nationwide." She said the decision opens the door for "a fundamental change in the valuation of work that many women perform. She predicted that the case "will take years off the battle for fair wages for women."

McEntee pointed out that the same high court ruling also should prevent the state from lowering the wages of male workers in equalizing wages between the sexes.

AFSCME filed charges with the Equal Employment Opportunity Commission in 1981 and filed the Title VII suit in July 1982, asserting that the state was not only violating federal law, but also the state's own equal rights amendment and civil service laws.

The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

9/24/83



Marking history

Founding of the Rubber Workers in 1935 is commemorated with the dedication of a historical plaque at the URW headquarters in Akron, Ohio. At ceremonies sponsored by the Ohio Historical Society are, from left, Akron Mayor Roy Ray, Dr. George W. Knepper of the Historical Society, URW Sec.-Treas. Donald C. Tucker and URW President Milan Stone.

House acts to expand trade adjustment aid, repair program cuts

The House voted to expand a trade adjustment assistance program the Reagan Administration wants to abandon and to restore some of the cutbacks Congress made in education and social services during the first year of the Reagan Administration.

Both votes showed mainstream Democrats with a firm majority in the House and the conservative coalition that dominated the previous Congress relegated to minority status.

At stake in the trade adjustment battle, which will be renewed in the Republican-controlled Senate, is whether workers whose unemployment is a byproduct of America's open-door trade policies will get the special help that Congress promised when it adopted those measures. The Administration's contention is that the Jobs Training Partnership Act makes training available to all displaced workers and that the cause of unemployment isn't justification for a more generous program.

By a decisive voice vote, the House rejected this reasoning and passed a labor-supported bill that:

2-year extension

- Extends the TAA program an additional two years beyond its scheduled Sept. 30 expiration.
- Expands eligibility to include unemployed workers from firms that supplied components to industries hurt by imports.
- Earmarks a portion of tariff revenues to assure funds for the program.

Continuation of trade adjustment assistance as a separate program had substantial bipartisan support and the House defeated Republican amendments that would have limited the scope of the program. An amendment that would have eliminated the coverage added for supplier firms was defeated by a 255-154 vote.

AFL-CIO Legislative Director Ray Denison wrote House members that labor doesn't consider trade adjustment assistance a substitute for a trade policy that would preserve the nation's industrial base. "But at least the many past promises made to workers suffering massive injury and job losses from imports should be honored," he urged.

TAA benefits include cash payments equal to unemployment insurance for up to six months after regular unemployment insurance payments have run out, with up to 26 additional weeks for workers in approved job training programs. Companies hurt by imports are also eligible for loans and technical assistance to help them stay in business.

The House-passed bill also would raise the maximum lump sum payment to help workers look for jobs in other parts of the country or relocate to a new city from $600 to $800.

House Democrats used a bill reauthorizing federally aided vocational rehabilitation programs as a vehicle to undo some of the damage done by the conservative coalition in the 1981 budget reconciliation bill.

Litmus test

The package was approved by a 324-79 vote, but the litmus test of House sentiment was the 283-124 vote against an amendment that would have deleted the extra funds authorized for 10 education and social services programs. On that vote, there were only seven Democratic defections and 40 Republicans broke with the Administration on the issue.

Spending ceilings were raised for compensatory education for the poor and the handicapped, for vocational and adult education, the arts and humanities, community services, low-income energy assistance, and child nutrition programs and others.

Labor, management leaders call for immigration reforms

A high-level group of union and management officials has asked the House Rules Committee to clear the way for floor action on "urgently needed" immigration reform legislation.

AFL-CIO President Lane Kirkland and Exxon Corp. Chairman Clifton C. Garvin, Jr., sent the telex message on behalf of the Labor-Management Group, whose members meet periodically "to discuss issues of mutual concern and national importance."

They urged "effective" immigration legislation that would deter both illegal aliens and the employers "who would benefit from their presence."

A number of House committees have worked on various phases of a Senate-passed immigration bill, with sometimes conflicting results.

The final version, the labor-management leaders said, should include "enforceable sanctions." There should be "a system of identification and employment record verification that protects legal workers and U.S. employers, while prohibiting the employment of undocumented workers." And the law should "penalize employers who violate these prohibitions."

Immigration policy

Garvin and Kirkland stressed a continued "commitment to immigration" and noted the contributions immigrants have made to all aspects of American life. Legislation adopted by Congress must be both "effective and fair," they insisted.

Labor members of the group, in addition to Kirkland, are AFL-CIO Sec.-Treas. Thomas R. Donahue; Douglas A. Fraser, president-emeritus of the Auto Workers; Iron Workers President John H. Lyons; Steelworkers President Lloyd McBride; President Gerald W. McEntee of the State, County & Municipal Employees; Communications Workers President Glenn E. Watts, and Food & Commercial Workers President William H. Wynn.

On the management side, besides Garvin, are Stephen D. Bechtel, Jr., chairman of the Bechtel Group, Inc.; American Telephone & Telegraph Co. Chairman Charles L. Brown; Johnson & Johnson Chairman James E. Burke; Union Pacific Chairman James H. Evans; Philip M. Hawley, chairman of Carter, Hawley, Hale Stores, Inc.; Reuben F. Mettler, chairman of TRW, Inc.; General Motors Corp. Chairman Roger B. Smith; General Electric Co. Chairman John F. Welch, Jr., and Citicorp Chairman Walter B. Wriston.

"The group seeks a consensus position on issues in the belief that the national interest requires a new spirit of mutual trust and cooperation," Kirkland and Garvin told the House Rules Committee members.

Longterm jobless

In another area, management members of the group moved closer to labor's views on the need for extension of the Federal Supplemental Compensation program for the long-term unemployed .

They signed a letter to Rep. Harold E. Ford (D-Tenn.), chairman of the House Ways & Means subcommittee dealing with the issue, that urged a six-month extension.

The AFL-CIO has called for improvements as well as continuation of ESC so the letter did not represent a consensus position. But the management leaders, while expressing concern over federal deficits, stressed that "at the same time, we cannot turn our backs on the plight of the unemployed."

B.M. Wertheimer dies, expert on union women

Lakeville, Conn. — Barbara M. Wertheimer, an authority on the history of women in the American trade union movement, died here Sept. 20 of cancer. She was 57.

AFL-CIO President Lane Kirkland called her death "a loss for all of organized labor," and noted that "generations of workers will continue to benefit from her pioneering work."

Wertheimer was a professor at the New York State School of Industrial & Labor Relations at Cornell University, and director of Cornell's Institute for Women & Work. She was the author of two books on working women.

Survivors include one daughter and a son. Her husband, Clothing & Textile Workers Vice President Val Wertheimer, died in 1978.

Fight pressed for content bill as trigger for 1 million jobs

An auto domestic content bill that the AFL-CIO testified is worth a million U.S. jobs was turned down by the House Ways & Means Committee but it still carries a strong endorsement from the Energy & Commerce Committee.

The two committees share jurisdiction over the measure, but the Commerce Committee's approval is sufficient to move the bill to the House floor whenever the Democratic leadership decides to take it up.

The House passed a similar bill in the post-election, lame-duck session of the last Congress, but it died in the Senate.

While the Ways & Means Committee has consistently tilted to the so-called free trade position, the AFL-CIO urged the importance of the automobile industry and its suppliers to the U.S. economy.

In a letter to committee members before the vote, AFL-CIO Legislative Director Ray Denison stressed that the auto sales lost to imports have sent out ripples of unemployment in the rubber, steel, aluminum, glass, textiles, paper, electronics and plastics industries.

At hearings a few days earlier, Auto Workers President Owen Bieber stressed that the vaunted recovery in the auto industry "has restored only a quarter of the 1978-82 job loss" and auto-related communities continue to have employment far above the national average. He noted government forecasts of a continued sharp rise in imports of both vehicles and parts in the years ahead.

The domestic content bill and a companion measure in the Senate would require all companies with annual sales of more than 100,000 vehicles in the United States to locate some production in this country. The percentage of domestic input would rise from a minimum of 30 percent at the 100,000-vehicle level to a 90 percent requirement for companies with U.S. sales over 900,000 a year.

Testifying at the same hearings, AFL-CIO Legislative Rep. Stephen Koplan warned of the permanent damage to the U.S. economy if the nation's industrial base continues to be weakened. The automobile industry is basic to the American economy, he stressed.

Molders conclude strike, boycott at Magic Chef, Inc.

Cleveland, Tenn.—The Molders have ended a boycott and eight-month strike against Magic Chef, Inc. with the ratification of a new three-year agreement with the appliance maker.

Molders Sec.-Treas. Andrew J. Swafford said the new contract contains a "no-boycott" clause and urged that all AFL-CIO affiliates drop any boycott activities.

The contract covering some 500 members of Molders Local 48 retains most of the security provisions over which the workers struck on Jan. 23, 1983. Swafford noted there is a pending decertification petition before the National Labor Relations Board regional office in Atlanta, along with unfair labor practice charges against the company and a lawsuit against the union. Swafford said that depending on the outcome of the decertification drive, the boycott may have to be reconsidered.

Worker recall

The contract provides for recall of workers to their jobs on a seniority basis; however, there haven't been any job openings since the contract ratification, the union reported. Currently on the payroll are some 425 employees hired during the strike and about 100 former union members. At the start of the strike, 570 of the company's 900 employees walked out.

Molders attorney David Cooke said the unfair labor practice charges against the company will be the subject of a second hearing here on Sept. 26 and 27. Two previous sets of charges against Magic Chef had been dismissed. The NLRB remanded the case to the regional office for further investigation after the Molders appealed the dismissal.

Crucial to the future of Local 48 members is whether the company is found guilty of refusing to bargain in good faith, thus forcing the strike. If the union charges are upheld the company would be required to reinstate all the Local 48 members.

The new contract provides a wage increase of 30 cents an hour in the first year, and 25 cents an hour in each of the remaining two years. Sickness and accident benefits were improved, along with some provisions of the health care coverage.

Cooke said Magic Chef is "vigorously" pursuing both the lawsuit and the decertification petition.

ILA reopens talks pending cargo ruling

New York—The Longshoremen's execuive council recommended that members reject a pending three-year master contract with the shipping industry scheduled to go into effect Oct. 1, because of "continual uncertainty" over implementation of a work rule on the loading and unloading of containerized cargo.

At the same time, the union announced that it would reopen talks with the industry Sept. 24. Announcement of the new talks came after an ILA executive council meeting in Washington, D.C.

The ILA council met following a hearing in Federal District Court on an injunction sought by the Federal Maritime Commission to stop oceangoing carriers from carrying out the union's 50-mile container rule, which helps preserve ILA jobs. Judge Henry F. Werker took the request under advisement. A decision is not expected until next week.

A membership vote on the master contract is scheduled for Sept. 28. The current contract expires Sept. 30.

ILA President Thomas W. Gleason said the new contract talks would continue into next week. In an affidavit submitted to the District Court, Gleason noted that ILA members have never worked without a contract.

The court move by the FMC came last week as negotiators for the union and management groups attempted to work out local port agreements before expiration of current contracts next Friday.

Action denounced

The FMC action to prohibit the rules was denounced by both the union and shipping organizations. Gleason called it totally irresponsible. James J. Dickman, president of the New York Shipping Association, said that the move torpedoed the contract negotiations.

The 50-mile rule, which has been litigated for the past decade, has already been agreed to in the new national master contract. It does not go into effect, however, until the two sides complete negotiations on the local contracts.

The ILA instructed its locals in 35 ports to suspend negotiations. The union is free to strike the ports on Oct. 1.

The rule requires that containers packed within 50 miles of a port under an ILA contract be packed by members of the union. If they are not, the rule requires that ILA members unpack and repack the containers at dockside. The federal government seeks to bar the rule until the FMC determines if it is legal.

The rule was first adopted in the early 1970s and has been the target of repeated attempts to terminate it. Earlier this year, the rule was reinstated after U.S. Chief Justice Warren Burger denied a request for a stay that cleared the way for a National Labor Relations Board decision on its legality.

Shared concerns

The labor movement and the academic community have historically shared concerns for improving the access to education for all segments of society, AFL-CIO Sec.-Treas. Thomas R. Donahue tells participants in the first conference of the Labor/Higher Education Council. The new organization is a joint project of the AFL-CIO and the American Council on Education. Members of the panel, which includes union leaders and college presidents, will exchange information and plan programs to deal with major national educational issues.

5 union-busting companies put on IUD's 'dishonor roll'

The AFL-CIO Industrial Union Dept. placed five major corporations on its "dishonor roll," charging that Litton Industries, Indiana Desk Co., Procter & Gamble Co., Faberge, Inc., and Capital Cities Communications, Inc. have engaged in continuing practices to violate workers' rights.

Establishment of the "dishonor roll" is aimed both at drawing attention to the companies' labor relations records and at gaining disbarment legislation to prevent labor law violators from bidding on government contracts.

IUD President Howard D. Samuel said at a Washington press conference, "We issue this dishonor roll as much in sorrow as in anger. The stridently anti-worker activities of these companies are not serving the cause of good labor-management relations. What is worse, these companies only represent the tip of the iceberg."

Representatives of unions engaged in disputes with the five companies detailed the specific problems:

Number one violator

Machinists Vice President George Poulin charged Litton Industries is the nation's "number one" labor law violator. It violates both the spirit and the letter of the law, he said in describing a nationwide pattern of union-busting.

Litton ranks 68th in the Fortune magazine's list of top 500 firms with sales in excess of $5 billion in fiscal 1981—$1.3 billion coming from a variety of government contracts.

President William H. Bywater of the Electronic, Technical & Salaried Workers, cited difficulties IUE has had in organizing plants owned by Litton. He said disbarment legislation "would be a first step toward a more comprehensive reform of our labor laws, to make the rights of American workers—to organize and have collective bargaining—meaningful rights."

Steelworkers' District 34 Director Buddy Davis charged Procter & Gamble Co.'s industrial relations policy is "a law-busting policy." In Kansas City, some 400 workers voted in May 1980 by a 3-1 margin for USWA representation, and again in a 1982 election. After four years of delaying tactics, the company still refuses to agree to a contract, and the workers haven't received a raise since 1979, Davis said.

Give-back demands

A strike begun at Indiana Desk of Jasper, Ind., in March 1982 continues today as 170 Furniture Workers fight for a new contract, UFWA President Carl Scarbrough reported. After four decades of labor harmony, the company demanded substantial "give-backs" which the workers refused to accept, Scarbrough said.

The twice-boycotted cosmetic manufacturer, Faberge, Inc., moved its plants to find a non-union environment and demanded extensive concessions from its unionized workers, Vice President L. Calvin Moore of the Oil, Chemical & Atomic Workers charged.

J. William Blatz, organizing director of the Newspaper Guild, outlined the anti-union campaign of Capital Cities Communications, Inc.

Blatz charged that Cap Cities has forced strikes in Pontiac, Mich.; Wilkes-Barre, Pa., and Kansas City. In Wilkes-Barre, the striking union members launched their own successful newspaper, forcing Capital Cities Communications' Times-Leader to lose upward of $30 million in five years, Blatz said. In Kansas City, Typographical Union members have gone without a raise for nearly four years.

Colleges, labor establish forum on common aims

Silver Spring, Md.—Leaders of organized labor and the higher education community launched the Labor/Higher Education Council at a meeting at the George Meany Center for Labor Studies.

The new council is a joint project of the AFL-CIO and the American Council of Education (ACE) which represents 1,600 colleges, universities and higher education programs.

The purpose of the council, AFL-CIO President Lane Kirkland said, is to create a forum to bring together labor and higher education to work on concerns that they have historically shared.

At the two-day conference of the council, Kirkland pointed out that the American trade union movement has played "a revolutionary role in one of the most significant events of our time in American life and that is in the democratization of a value that once was the privilege of only a few: higher education."

AFL-CIO Sec.-Treas. Thomas R. Donahue stressed that "eliminating the barriers to worker access to higher education to organized labor has always meant access for both workers and their children." The labor movement, he said, believes strongly that a democratic society is impossible if levels of education are closed to any group in that society.

Setting goals

Objectives set for the new council include its operation as a "prestigious and highly visible" contact point between labor and higher education, the advancement of mutual understanding on issues, agreement on common positions on national concerns and mutual activity when it is appropriate, and expansion of understanding both of the nature of work and organized labor on campuses and of the role of higher education in society by the labor movement.

Among the issues discussed at the initial conference were the perception of current relationships between labor and campuses, the need for retraining the workforce and elimination of barriers to higher education for workers.

Labor speakers included President Sol C. Chakin of the Ladies' Garment Workers, Vice President Don Ephlin of the Auto Workers representing UAW Presidfent Owen Bieber who was ill, President John Driscoll of the Connecticut AFL-CIO and Fred K. Hoehler, executive director of the Meany Center.

Educators addressing the meeting included ACE President J. W. Peltason; Allan Ostar, president of the American Association of State Colleges & Universities; Frank Horton, chancellor of the University of Wisconsin, Milwaukee; Morris Keeton of the Council for the Advancement of Experiential Learning, and James Shuart, president of Hofstra University, New York.

House votes public jobs measure

Continued from Page 1

House Democratic leaders pressed for passage of the bill as fulfillment of the promise for a Phase II jobs package, to follow through on the compromise emergency jobs and humanitarian aid bill that President Reagan signed into law last March.

The congressional budget that has already been adopted allowed $3.5 billion for jobs legislation along the lines of the Hawkins bill—provided it was enacted by Congress. If not, the budget authority could not be switched to other programs. Hawkins agreed to cut the original $5-billion authorization in his bill to fit the budget figure.

The only other substantive change was adoption of an amendment by Rep. James M. Jeffords (R-Vt.) that set a national unemployment rate of 6 percent as the trigger to start or phase out the program. The House rejected a 4 percent alternative proposed by Hawkins by a 210-208 margin.

Jeffords, who is the ranking minority member of the Employment Opportunities subcommittee that Hawkins heads, was one of 19 Republicans who joined 227 Democrats in voting for the jobs bill. Opposing it were 144 Republicans and 34 Democrats.

Passage of the bill came on the heels of two other House actions challenging the Administration's economic policies in the face of continued high unemployment and hardship.

Earlier, the House extended and strengthened the Trade Adjustment Assistance program of help for workers left jobless by increased imports. And it voted to restore a series of cuts in spending ceilings for an assortment of educational and social services programs that the previous Congress had imposed in the first year of the Reagan Administration.

Funds urged to foster global democratic values

Legislation to establish a National Endowment for Democracy has the AFL-CIO's strong support, Legislative Director Ray Denison wrote senators.

The measure, contained in a foreign relations bill slated for early Senate action, would fund private sector programs to foster democratic values around the world.

It would involve international programs undertaken by both the Democratic and Republican parties, business and labor. Both the AFL-CIO and the U.S. Chamber of Commerce participated in the study that drafted the proposal.

Denison said the program would enable the AFL-CIO's Free Trade Union Institute to expand support for democratic union groups.

Steelworkers President Lloyd McBride testifies on trade policy.

Import steel slab plan called 'death knell' for the industry

If American steel companies buy dumped steel from overseas "they will be responsible for their own self-destruction" and for "irreparable harm" to the national economy, Steelworkers President Lloyd McBride warned in testimony before a House trade committee.

McBride told the subcommittee on international economic policy and trade of the House Foreign Affairs Committee that a plan floated by U.S. Steel Corp. to buy unfinished steel slabs from the government-owned British Steel Corp. amounts to "abject surrender to adverse economic forces in international trade."

The problem has been brought on partly because America has been slow to develop policies to help solve the steel industry's long-term difficulties, he said.

He warned that if the import deal is allowed to go through, it will "sound the death knell" for the American steelmakers.

U.S. Steel announced earlier this year that it plans to import 3 million tons of unfinished steel slabs from British Steel's Ravenscraig, Scotland, works for processing at the American company's Fairless Hills, Pa., mill. The USWA has estimated that at least 3,000 jobs will be lost there if steelmaking operations are shut down.

USWA members have called U.S. Steel's move particularly unfair after the company asked for and received wage and benefit concessions from workers to help bolster the depressed industry.

Revitalize industry

McBride underscored the need for not only a national steel policy, but also a national industrial policy "that focuses on a revitalization of our industrial base in America."

He scored U.S. Steel for opting for the import scheme rather than for modernization of its aging facilities in this country, and he told the committee that "foreign steel producers have been eating our lunch for 20 years" at a table set for them by this nation's unwillingness to deal firmly with our trade problems.

Attempts to get foreign producers to end unfair trade practices like targeting and subsidies have been unsuccessful, McBride pointed out. What's needed, he said, is a positive approach including development of tax, investment, trade, capital formation and worker and community adjustment policies. But a national steel policy should rule out arrangements like the U.S. Steel-British Steel plan, McBride stressed.

Tighten current laws

In related testimony on the need for tightening up the nation's trade policies, the AFL-CIO called for "vigorous enforcement" of existing trade laws rather than enactment of new legislation to deal with unfair barriers other nations have imposed on U.S. products.

President Reagan already has the power, under the 1974 Trade Act, to take action against countries that have access to U.S. markets but impose restrictions on American goods and services. But Reagan, like his predecessors, has "lacked the will to exercise that authority."

If the President won't use the powers he has, the AFL-CIO suggested in a statement submitted to a House Ways & Means subcommittee, there is no cause for new legislative powers.

The AFL-CIO was especially concerned that negotiating authority provided under reciprocity bills being considered by a House Ways & Means subcommittee could result in new concessions that would lead to the further loss of American jobs.

At best, the AFL-CIO statement suggested, legislation being considered by the subcommittee would give additional discretionary authority on trade barriers to a President who has not used the powers he already has.

Improvements sought

Panel asks extension of federal jobless aid

The AFL-CIO pressed for permanent improvements in the nation's unemployment compensation system as Congress moved toward another stopgap extension of federally funded benefits for jobless workers who have used up their entitlement under state programs.

The Federal Supplemental Compensation program (FSC), launched at the height of the recession, is scheduled to end on Sept. 30 but there is bipartisan agreement that it is still needed.

Administration officials want to extend it 18 months, carrying the issue past the 1984 elections, and to cut back the number of weeks of payments available from the present range of 8 to 14 to 6 to 10.

But the House Ways & Means Committee approved a temporary 45-day extension—with an apparent aim of keeping the issue alive as a possible lever for other legislation. Its bill, however, would allow up to 16 weeks of benefits and qualify jobless workers who have already received federal assistance for up to seven more weeks of payments.

New formula

Significantly, it would also allow states to use a formula based on total unemployment, not just insured unemployment, to trigger added weeks of federal payments.

The Senate Finance Committee, meanwhile, was in the process of marking up its version of an extension bill.

At both House and Senate hearings, AFL-CIO Social Security Director Bert Seidman stressed the need for Congress to repair the damage to the permanent unemployment compensation safety net that was inflicted early in the Reagan Administration.

Seidman, joined by Associate Legislative Director Robert McGlotten, noted that 2.5 million Americans have been out of work for more than six months and two out of every three unemployed workers are not receiving any unemployment compensation.

At the same time, he stressed, the extended unemployment compensation program that is supposed to be triggered on a state-by-state basis in response to high or rising unemployment has been virtually destroyed by the changes made in 1981 by the Administration and Congress.

While unemployment remains catastrophically high—close to its postwar record—only Louisiana, West Virginia and Puerto Rico still qualify for the 13 weeks of extended benefits under the trigger system now in effect. And only West Virginia, he noted, qualifies for the maximum in Federal Supplemental Compensation.

For permanent coverage

Seidman welcomed a bill introduced by Senate Democratic Leader Robert C. Byrd (W.Va.) to establish a permanent program to replace both the existing extended benefits layer and the FSC program.

The additional weeks of unemployment insurance, under the Byrd bill, would be triggered by total unemployment in a state or by the insured unemployment rate, whichever was higher. And the maximum duration of each "tier" of benefits would be raised further whenever national unemployment reached 10 percent. The federal share of the cost would be 50 to 80 percent, with the higher rate in states with higher unemployment.

Seidman reminded the congressional committees that despite the modest upturn in the economy, "even the Administration's economic forecasts project unemployment levels of 9 percent or more for the remainder of this year and far into 1984."

Workers are still losing their jobs and "face a long and painful spell of unemployment and the prospect of losing their unemployment benefits long before they find employment," he stressed.

OSHA hit on bid to abandon rules for 116 toxic chemicals

Continued from Page 1

The current exposure levels, adopted from industry standards in the early 1970s, "are controlled at levels to keep the worker from toppling over and interfering with production. These are acute exposure levels, not healthful levels," he stressed.

The OSHA memorandum was prepared in February by the "Dormant Standards Team" for Leonard Vance, director of OSHA's health standards program. The team was appointed by agency chief Thorne G. Auchter in 1981.

The report cited the "low priority" of these substances, none of which had been acted on since 1979, as the reason for considering dropping them from agency action. However, nine substances were near the final stage of rulemaking during the Carter Administration but further action ceased after the Reagan Administration took office.

Although OSHA attempted to downplay the importance of the proposal and sought to characterize it as also being dormant, the National Institute of Occupational Safety & Health is actively reviewing all 116 substances. NIOSH said it expects to present its findings within six months.

OSHA said in its proposal that an advantage of making public its intention not to set standards for the 116 chemicals is that it would relieve industries of "any anxieties about possible impacts on their markets or production" and "it would end questions from industry or the interested public about what action OSHA was taking on these 'open' files."

But under disadvantages, the report noted public attention would be drawn to the fact "work has not been completed on 116 substances." Concern was also expressed that the small groups interested in regulation of certain chemicals may unite and "a concerted effort could produce enough political pressure to slow or stop the revocation rulemaking and generally make it unwise for the agency to proceed."

A second option discussed in the proposal provided for revoking rulemaking procedures for just those nine substances for which public hearings had been held, the ones closest to becoming regulatory standards.

Poll gives unions high marks

Cincinnati—By a landslide, Ohioans believe that labor unions are necessary to protect workers' rights.

A statewide opinion poll conducted by the Institute for Policy Research at the University of Cincinnati found that 72 percent of those surveyed agreed with the statement that unions continue to be essential in American society.

Asked for reasons, 48 percent said unions are needed to protect both individual and worker rights, and 19 percent said unions provided a necessary "counterweight to management." Fourteen percent said unions are needed generally in society, and smaller percentages pointed to the need to protect job security and obtain fair wages.

The institute's analysis of the telephone canvass, known as the Ohio Poll, pointed out that each of the subgroups identified in the survey showed similar wide margins of support for the continued existence of unions. Professionals and technical workers said they believe unions are necessary by a 74 percent majority, and managers and administrators supported the existence of unions by 60 percent.

The highest marks were given by skilled workers, 86 percent, and by semi-skilled workers, 85 percent. Laborers and service workers said unions are necessary by 79 percent, and 71 percent of sales and clerical workers agreed.

Both men and women agreed by 77 percent majorities on the value of unions. Blacks favored the existence of unions by 87 percent and whites by 76 percent.

Along party lines, people who said they were Democrats supported the need for unions by 84 percent, Republicans by 68 percent and independents by 76 percent.

At least three-fourths of all respondents in all age groups agreed on the need for unions, and similar across-the-board high approval ratings were given by respondents in low, middle and upper income brackets.

Only 22 percent of those surveyed answered that unions are not a necessity in society. Of those, 16 percent gave as a reason, "demands hurt the country," and 13 percent felt "unions do more harm than good," the poll showed.

Labor renews pledge to back ERA passage

Continued from Page 1

tional amendment would be the strongest expression of the nation's "enduring commitment to equal opportunity for women."

Opponents have sought to trivialize the serious issues of inequality by raising such "spurious" issues as unisex toilets and homosexual marriages, Kirkland charged.

As for more serious questions, such as the role of women in the military services, Kirkland suggested that Congress can provide "authoritative guidance to the courts" on its intent without compromising the purpose of the amendment.

Any problems of interpretation, Kirkland noted, are certainly no greater than those posed by the original Bill of Rights amendments to the Constitution.

The Constitution is the proper place to "express, in the most solemn terms, our most profound social commitments," Kirkland urged.

And despite the provisions of the 1964 Civil Rights Act, the earnings gap between men and women persists.

"Of equal importance," he added, "women in all walks of life are telling us, with remarkable unanimity, that they do not believe that this society accords them the fair and equal treatment to which they are entitled. The objective and subjective evidence is that the notion that in worldly matters men are superior and women inferior dies hard."

Rep. Don Edwards (D-Calif.), who heads the Constitutional Rights subcommittee, is one of more than 200 House members who have introduced the Equal Rights Amendment. By contrast, the counterpart Senate subcommittee is headed by Sen. Orrin G. Hatch (R-Utah), a foe of ERA.

Con Ed workers win pact gains in nine-week strike

New York—Some 16,600 workers returned to their jobs at Consolidated Edison Co. after they ratified new three-year agreements providing wage increases and improved fringe benefits.

Approval of the identical contracts ended a nine-week strike against the utility system, which began June 18 when the previous agreements expired. Con Edison provides gas and electricity in New York City and suburban Westchester County.

Patrick J. Gallagher, business manager of Utility Workers Local 1-2, praised the agreement, saying, "The maintenance of jobs security for our workers is a major victory for our union."

The union beat back a dozen management demands for givebacks.

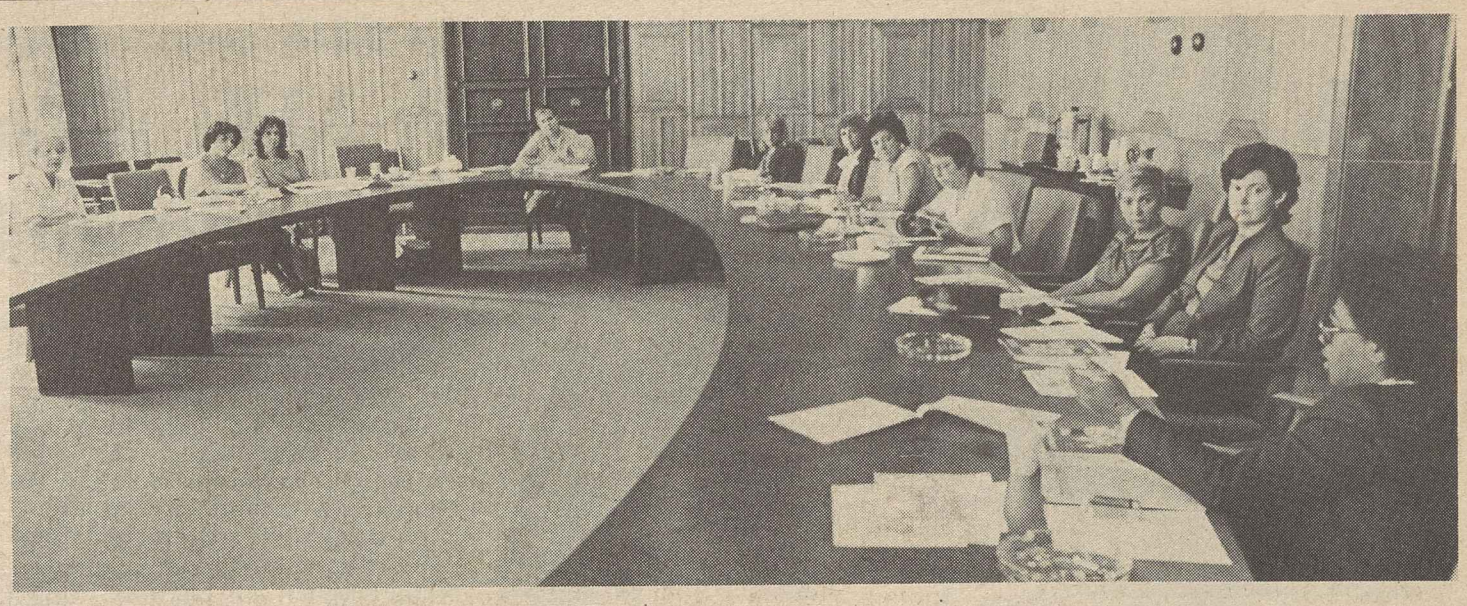
Twin wage boosts

The settlement, which covers 16,000 members of Local 1-2 of the Utility Workers and another 600 members of Local 3 of the International Brotherhood of Electrical Workers, calls for a 7-percent raise effective Aug. 22, another 7-percent increase on July 29, 1984, and a wage reopener in the final year of the agreement. Under the old contract, the average wage was $12.34 an hour.

The agreements include improvements in health and life insurance plans and dental and pension plans. The utility also agreed to contribute to a new employee stock ownership plan. Stock worth 0.5 percent of payroll will be contributed to the plan retroactive to Jan. 1, 1983, another 0.5 percent for calendar year 1984, and 0.75 percent for 1985.

The company also guaranteed no layoffs unless the utility is in severe financial difficulty.

Acceptance of the new agreement was by a vote of better than 2 to 1.



Women workers' concerns

Organized labor's role in supporting the special concerns of women workers is discussed by the Committee on Salaried & Professional Women of the AFL-CIO Dept. for Professional Employees. The panel reviewed the results of DPE women's conferences and discussed pay equity, the 1984 elections and ERA. Gloria Johnson, education and women's activities director for the Electronic, Technical & Salaried Workers, chaired the meeting.

Unions use varied methods to poll members on presidential choice

A wide variety of polling methods—including some hiring of professional pollsters—has been used by AFL-CIO affiliates in determining their members' presidential preference for the federation's General Board meeting on Oct. 1.

Among these methods was the widespread use of union publications for distributing ballots and the use of straw votes at union conventions and conferences. Several unions asked for membership preference for President rather than the individual's personal view.

A sampling by the AFL-CIO News turned up these examples of methods used by affiliates to determine their members' preference among Democratic candidates:

Auto Workers—Held 18 regional meetings to obtain candidate preferences. Participants included delegates to the 1983 UAW convention, local union officers, plant committee members, retiree council delegates and Community Action Program leaders.

Bakery, Confectionery & Tobacco Workers—Mailed 1,560 confidential ballots to vice presidents, local union officers, field staff, participants in recent education conferences and other activists. The leadership newsletter was used to promote the poll.

Boilermakers—All six union vice presidents in the United States were asked by the president to conduct surveys among local lodge leaders and at local lodge meetings and to report the results.

Bricklayers—Used an outside firm to conduct a telephone survey of a statistical sample of the union's membership and mailed a confidential preference questionnaire to 3,000 local union officers.

Carpenters—Distributed and collected confidential preference ballots during three national seminars for local union staff. The ballots asked for preference of membership, not personal staff views. Some 2,000 ballots were returned, representing staff of all the union's locals. An additional 200 ballots came from new staff members attending training sessions.

Clothing & Textile Workers—Distributed an opinion survey in English and Spanish, where appropriate, to all U.S. locals. The survey was handed out in shops with members asked to complete the forms without signing and return them to shop stewards. More than 25,000 surveys were returned, computerized and reviewed by an independent analyst.

Communications Workers — Conducted two separate preference polls of convention delegates, reaching local union officers, stewards and a number of members. CWA also conducted a mail poll of 10,000 members selected by computer through a scientific random sample process.

Electronic, Technical & Salaried Workers—Delegates to six district conferences were given ballots including a sketch of each declared Democratic presidential candidate. Prior to district meetings, the IUE News promoted the balloting procedure and urged members to express views to district delegates. The ballots were tabulated and reported to IUE's executive board meeting.

Operating Engineers—Participants at 10 U.S. regional conferences discussed preferences among candidates before adopting resolutions recommending the IUOE position. In addition, union business managers, regional directors and political action leaders expressed their views at special meetings held during the AFL-CIO's seven 1983 regional conferences.

Food & Commercial Workers—President and secretary-treasurer discussed candidate preference throughout the year with participants at local union, district and regional meetings. Delegates to the UFCW convention were consulted after the union invited four leading Democratic contenders to address its sessions. Following the convention, the union's regional directors were asked to survey their local unions and report political preferences to the international executive board.

Ladies' Garment Workers—Conducted straw votes, surveys, and preference polls of active leadership in six regions. In addition, local union leaders were consulted by officers during the union's convention.

Government Employees — Videotaped five of the Democratic candidates and made those tapes available to AFGE locals, training seminars, council and district meetings. Staff and vice presidents distributed the tapes and conducted straw polls following tape presentations. The results were sent to the AFGE national office. In addition, the union newspaper mailed to all members, included a preference ballot. Returned ballots were tabulated by computer.

Letter Carriers—The August issue of the union magazine carried a 10-page supplement on "Carriers' Choice '84" which included responses of 10 candidates to questions posed by NALC and a tear-out postcard reply preference poll. A weekly bulletin to all carrier stations promoted participation, as did the September issue of the magazine.

Machinists—Conducted leadership polls at state conferences, regional conferences and staff conferences in every state. In August, IAM carried out a scientific sample telephone poll of the membership. During August and September, every local lodge was asked to poll its membership on preferences and notify the IAM headquarters of the results. In late September, the IAM's national planning committee—representing the union's top leaders—analyzed the polls.

Oil, Chemical & Atomic Workers—Prior to the August convention, local union leaders were urged to inform delegates of candidate preferences. At the convention, ballots were distributed to delegates with instructions to vote in accordance with membership, not personal, views.

Postal Workers—A return postcard ballot was included in the APWU's monthly magazine sent to all members. "The Choice Is Yours" posters were distributed in a campaign to encourage maximum participation. The returns were totaled by the national office. Local leaders were also consulted for views.

Railway & Airline Clerks—Since June, BRAC has conducted a candidate preference poll at every gathering of leaders and members. Similar straw votes have been held at subordinate unit sessions such as board of adjustment and system divisions meetings, and participants at the union's 1983 political education conference were polled. During the BRAC convention, a combined candidate preference and issues survey was distributed to all delegates.

Service Employees—Conducted several types of polls including telephone survey run by an outside firm. Preference ballots were mailed to 64,000 members registered as Democrats and another 20,000 union activists. Straw polls were done at two regional conferences, and a preference ballot was published in the union's monthly newspaper. The SEIU executive board was scheduled to study poll results before making a recommendation.

State, County & Municipal Employees—Held a series of five regional political action conferences that were attended by nearly 2,300 delegates. During each conference, participants met with AFSCME's president and secretary-treasurer in a workshop on candidate preferences. Also, four major AFSCME councils polled their executive boards.

Steelworkers—Prepared and distributed a 17-question survey combining issues and candidate preferences. Copies of the survey went to the five top officers of every USWA local union in the United States. Results were tabulated by the international union.

Teachers—The union's executive council met with each of the major Democratic candidates, polled all the delegates at the 1983 AFT convention, and urged the presidents of the union's state organizations to poll state leaders. Results of the convention and state polls went to the AFT executive council for evaluation.

Workers' safety institute names hazards specialist

The Workers' Institute for Safety & Health, a labor-backed education and research institution, announced the addition of Dr. Ki Moon Bang as staff epidemiologist.

Dr. Bang was formerly a researcher with the Rocky Mountain Center for Occupational & Environmental Health at the University of Utah School of Medicine where he specialized in reproductive hazards in the workplace.

Testifying on the dangers of ethylene dibromide are Dave Bowman, president of Grain Millers Local 71, Vallejo, Calif.; Teamsters Industrial Hygienist Suzanne Kossan and Dave Smith of Grain Millers Local 1, Minneapolis.

OSHA finally moves to reduce exposure to highly toxic EDB

The Occupational Safety & Health Administration, after nearly a decade of inaction, has finally forwarded to the Office of Management & Budget a proposed standard sharply reducing the limits on worker exposure to the chemical ethylene dibromide (EDB).

While OSHA did not make its proposals public, the new standard reportedly would cut the EDB exposure limit from the current 20,000 parts per billion parts of air to 100 ppb. The proposal was sent to OMB just five days before hearings of a House Education & Labor subcommittee produced sharp criticism of OSHA for its inaction.

Explanation sought

OSHA Administrator Thorne G. Auchter was called upon to explain why the agency had ignored the 1981 recommendations of the National Institute for Occupational Safety & Health that a temporary standard be issued as requested by the unaffiliated Teamsters with the support of the AFL-CIO and its Food & Beverage Trades Dept.

Auchter acknowledged the hazards of EDB, but contended that the agency must show that "grave" danger exists to workers exposed to the chemical. Testimony from members of the Grain Millers, one of whom almost died from exposure to EDB, detailed the grave dangers they face from the substance, considered one of the most toxic of all chemicals used in agriculture and industry.

The chairman of the Subcommittee on Labor Standards, Rep. George Miller (D-Calif.), charged that Auchter could have taken a number "of avenues to err on the side of workers," but "in every case you have taken the other avenue."

Proven carcinogen

EDB is a sweet-smelling, colorless, nonflammable organic chemical used as a fumigant in growing certain fruits, nuts and vegetables and as a soil fumigant. It is also used to fumigate grain and flour mill machinery and as an antiknock compound in leaded gasolines. NIOSH identified EDB as a carcinogen in 1974. By 1977, it was suspected of also causing sterility and reproductive damage.

In denying a temporary federal exposure standard in 1981, OSHA promised to proceed with "expedited rulemaking." But it has taken two years for the agency to forward a propsed standard to the OMB.

At the House hearings, the toxicity of EDB was well documented by Teamsters' hygienist Suzanne Kossan and Grain Millers Local 1 member Dave Smith. Kossan told of two chemical plant employees who died within two hours of acute exposure to EDB while cleaning a tank which had held the chemical. Upon autopsy, the victims' organs were found to be completely decomposed.

Smith described his work in spot fumigating with EDB at the grain elevator and mill where he is employed. Despite OSHA voluntary guidelines issued to employers, the only advice given Smith was to wash the chemical off his hands. He did so when his hands came into contact with EDB while he was using a faulty applicator. After getting more EDB on both his hands and trousers, he washed only his hands. Minutes later he experienced a severe headache. He was taken to the hospital where he spent five days in intensive care and his heartbeat dropped to under 30 beats per minute.

Grain Millers Local 71 President Don Bowman told the House subcommittee that after fumigation takes place concentrations of EDB in the mills is between 10,000 and 25,000 ppb, the level at which the workers can smell the fumigant. Bowman said workers exposed to EDB complain of headaches and nausea after fumigation. Poor ventilation practices are common and no exposure monitoring is done.

Coinciding with the House subcommittee hearing were reports of findings of EDB contamination in wells in Florida, California, Georgia and Hawaii. The Environmental Protection Agency is considering a ban on the injection of the chemical into the soil.

At 24th convention

AIW delegates press for industrial revival

Chicago—A national industrial policy for America was made "a major goal" of the Allied Industrial Workers at the union's 24th convention here.

The 373 delegates unanimously supported the call for a policy that would provide for labor, management and government participation in developing targeted investments to revitalize basic industries and create jobs.

The delegates also called for renewal of the campaign to establish a national health insurance program as the only way to reform the piecemeal health care system in the United States.

President Dominick D'Ambrosio, in his state-of-the-union address, said both measures are keys to the AIW's legislative effort. He also called for passage of the auto domestic content bill to require autos sold in the United States have a certain percentage of U.S. production.

D'Ambrosio was re-elected to his third four-year term as president, defeating Nick Serraglio of Cleveland, director of AIW Region III, by a margin of 262 to 150. Also re-elected was Sec.-Treas. William J. Salamone, by a 268 to 144 margin over Archie E. Robbins of Joplin, Mo., a representative of the union. All other AIW board members were re-elected.

Membership in AIW was reported to have dropped from nearly 94,000 in 1979 to 71,600 in 1981, to under 58,000 in the first six months of 1983.

Toll of Reaganomics

D'Ambrosio reported that the union had lost some 60 locals, virtually all through plant closings. He pinned the blame for job and union membership losses on the economic policy of the Reagan Administration.

D'Ambrosio said the proposed national industrial policy would be the best way to stimulate jobs. He said the United States is in the only industrialized democracy that does not have such a policy.

He called for creating a national development bank patterned after the Reconstruction Finance Corp. of the 1930s that helped pull the nation out of the Depression.

"We must urge upon candidates in 1984 that we want them to support a progressive industrial policy," D'Ambrosio said.

Despite the membership drop, the union's finances were reported as "sufficient enough," to get the AIW through its current financial problems. No increase in dues was sought at the convention.

The delegates voted after considerable debate to increase strike benefits from $40 a week to $50. Also, the convention approved a change in the "trigger mechanism" that boosted per capita payments to the strike fund. The payments would go from $1 to $2 each month whenever the strike fund balance drops below $3 million, instead of the current trigger of $2 million. It would return to $1 when the strike fund balance goes above $4 million, instead of the current $3 million.

Merger discussions

D'Ambrosio reported on AIW merger discussions with several unions over the last two years and said the executive board had decided such mergers would not be in the best interest of the members. Delegates took no action on two merger resolutions, but D'Ambrosio said merger discussions would continue with other unions under a previous convention mandate.

In other actions, the AIW convention approved resolutions calling for:

- Support of any AFL-CIO endorsement of a presidential candidate.
- Passage by Congress of the domestic auto content bill, "Buy American" laws, restoration of trade adjustment assistance programs and lower interest rates.
- Creation of a federal program to compensate victims of occupational diseases.
- Union participation in creating respite care and consulting centers for victims of child abuse and their parents.
- Formation of coalitions with religious groups to further the common goal of both churches and the labor movement.

Tory policy held twin of Reaganomics

Blackpool, England—The governments of both the United States and Britain, currently controlled by conservative forces, need "an infusion of justice, compassion, and common sense," AFL-CIO Vice President Joyce D. Miller said in a speech here before the British Trades Union Congress.

These are "qualities we have learned we cannot expect from Mrs. Thatcher and Mr. Reagan," said Miller, charging, Reagan is pursuing "heartless, drastic" economic policies, particularly affecting the poor, the minorities and women.

"The anti-union forces in business and government are taking advantage of their current power to weaken labor," she warned. "In both of our countries, unions are under attack today.

"We're being blamed for the demise of the work ethic, for closed factories, for the decline of the steel industry, for the rise of imports and the increase in the national debt. Workers are lazy, unions are blocking progress, wage demands are exorbitant: these are the messages given every day to the public by our Mr. Reagan and your Mrs. Thatcher."

One of the reasons why the attacks on labor are so bitter and strident, Miller said, is that the unions are challenging the reactionary business economics by which the two countries are now governed.

"Bitter, unfounded critical attacks are made against anyone who challenges the established wealthy forces in society, and we must be strong enough to take it," she said. "We're challenging our governments to be creative and protect jobs as our most important task. We think it's legitimate to insist that if big industry is going to benefit from public funds, they must guarantee an adequate level of jobs and wages.

"Decent wages and productive employment will never bankrupt a country. But idleness and poverty will weaken a nation quicker than any outside enemy."

Both the United States and Britain are undergoing a second Industrial Revolution, said Miller. Yet neither government has woken up to the idea that enormous efforts are going to have to be made to keep people working as computers and microships reshape the demands on workers' skills.

"There is cooperation among multinational corporations—in pursuit of their own interests," she observed. "And unless cooperation among unions and among our governments is geared to reversing the rising tide of unemployment in the OECD (Organization for Economic Cooperation & Development) countries, the people we represent will be left out in the cold."

An AFL-CIO delegate to the International Confederation of Free Trade Unions congress in June, Miller said she looked forward to a deepening relationship between the TUC and the AFL-CIO.

Common goals

While the two labor organizations may from time to time take different approaches to this or that problem, she said, they are united in their commitment to a single standard of human rights and trade union rights. The key to such rights, she said, is workers' freedom of association.

"Wherever freedom of association is denied or restricted—whether it is the Third World, the communist world, or our own world—we intend to speak out and to take whatever action is available and effective," she said.

"Our movements have learned from bitter experience that the problems and needs of working people cannot be addressed unless working people are free to create and control their own organizations independent of the state.

"The existence of such organizations does not guarantee that workers will always prevail against hostile employers or governments. But the absence of freedom of association guarantees that they will never prevail—no matter what the economic or social system."

Continued HRDI funding levels urged

The AFL-CIO's Human Resources Development Institute got a strong bipartisan endorsement from 26 members of the House Education & Labor Committee who joined in a letter to Labor Sec. Raymond J. Donovan.

Their letter cited HRDI's achievements in mobilizing the labor movement's resources in employment and training programs, including the new Job Training Partnership Act. And it strongly urged that funding be continued at current levels.

HRDI has already absorbed substantial funding reductions, the letter noted, and a further 75-percent cutback proposed by the Labor Dept. would virtually wipe out its field operations and drastically reduce the role of unions in the job training effort.

Committee Chairman Carl D. Perkins (D-Ky.) and all of the Democratic members signed the letter as did four senior Republican members, including Rep. John N. Erlenborn (R-Ill.), the ranking Republican.

EDITORIALS

Another Option

UNTIL THE Reagan recession, the most severe unemployment rate the United States had experienced in the postwar era was in 1975, during the Ford Administration.

At its peak, the jobless rate climbed to 9 percent, and labor wasn't the only group that considered this a national calamity. A Democratic Congress wanted to go further than a reluctant President to fund job programs and cushion the hardships of widespread unemployment. Indeed, there were some bruising veto battles.

Yet even a Republican Administration wedded to a "less government" philosophy recognized that a national emergency existed.

In sharp contrast, the people at the Reagan White House are spreading the cheerful news that the economy is booming—and in fact have expressed concern lest it recover too rapidly—when the unemployment rate is a shocking 9.5 percent.

Legislation that President Ford did sign into law—reluctantly but with acknowledgement of the severity of the crisis—included funds for some 310,000 public service jobs.

The legislative actions included expanding the maximum duration of unemployment benefits to 65 weeks and providing up to 39 weeks of unemployment payments to jobless workers not eligible for regular unemployment compensation.

THERE WAS even a provision for mortgage assistance to help jobless homeowners avoid foreclosure. In this Congress, let it be noted, a mortgage foreclosure bill the House passed last May lies moldering in the Senate. The Administration, need it be said, is opposed to it.

Who would have ever thought that the Ford Administration would in less than 10 years be recalled favorably for its willingness to bend a conservative philosophy to the pressing needs of the nation? But then who would ever have thought that a 9.5 percent unemployment rate would be shrugged off as merely a lagging indicator?

Viewed in the context of what has been done in past and less severe recessions—in Democratic and Republican administrations alike—the jobs bill the House has just passed is clearly a modest, reasonable response.

The attempt to repair the Trade Adjustment Assistance program, even if the Senate should concur, would still leave benefits for victims of the import onslaught less than they were when President Reagan took office.

Another emergency extension of the Federal Supplemental Compensation program for the long-term unemployed, even if approved by the Senate, would still not rectify the destruction of the previous extended benefits program.

THANKS TO the changes dictated by the White House in 1981, when a conservative coalition ran the House as well as the Senate, only two states still meet the stringent requirements that allow benefits to be paid.

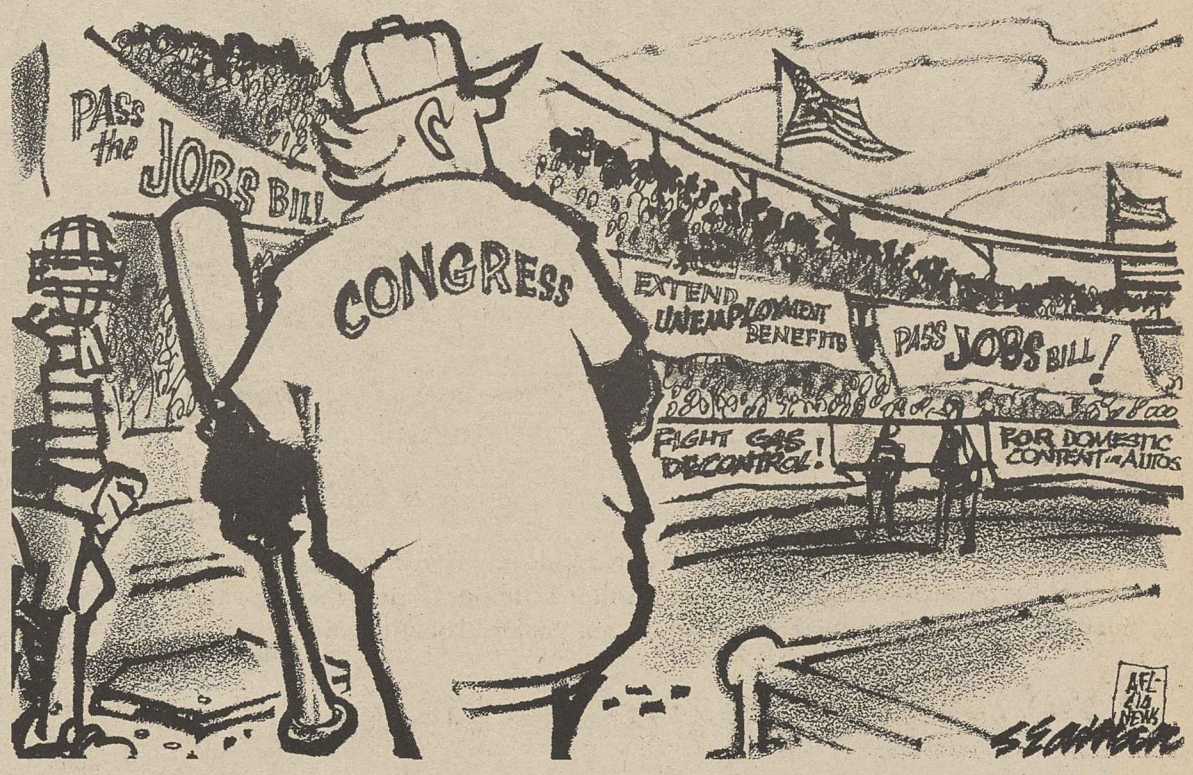
After the 1975 recession, a mighty effort was launched for full employment legislation hat would require the President to set employment targets and propose programs to achieve them. It was to include counter-cyclical triggers that would expand public sector employment when the private sector faltered.

The many compromises necessary to secure its passage in 1978 left the law in effect an option—available to a President and an Administration that chose to use it.

The co-author of the Humphrey-Hawkins Full Employment & Balanced Growth Act, Congressman Augustus F. Hawkins of California, sought to carry out its intent with a public sector jobs program. The House approved the bill by a resounding 246-178 vote. But its fate remains uncertain at best in the face of a hostile President and a Republican-controlled Senate reluctant to challenge him.

The complete disregard of the Humphrey-Hawkins Act by this Administration leaves those who seek its enforcement with an option of their own—to change the Administration. And that takes us to Solidarity Day IV.

'Now Batting...!'



Washington Window

Job safety protections sabotaged under Reagan

By Press Associates, Inc.

The Reagan Administration has put up a "major roadblock" to carrying out the objectives of the Occupational Safety & Health Act and caused a "loss of public confidence in OSHA that will take years to regain."

That is the state of job safety and health today, in the view of Bertram Cottine, who until last May was one of three members of the Occupational Safety & Health Review Commission.

Cottine, currently an attorney and professor at Georgetown University Law Center, delivered a blistering evaluation of the decline of OSHA enforcement and standard-setting and OSHRC at a Public Citizen Forum luncheon in Washington.

Cottine said the Reagan Administration has done so much to undermine workplace safety and health that even the "selling" of OSHA for campaign favors by the Nixon Administration "pales in comparison."

On standard-setting, Cottine said generic processing of health hazards has been reduced to a "trickle." The cancer policy, he charged, is in a "moribund" state while Reagan's OSHA spends time reviewing and weakening standards like cotton dust, which have been upheld in court tests.

Cost to workers

Although OSHA has "packaged unreality very well" in the "guise of doing good," Cottine said, "the reality is clear: inaction on standards has transferred costs to workers" in the form of increased illnesses, injuries and medical costs.

On enforcement, there has been a "substantial shortfall" under Reagan, Cottine charged.

Walkaround inspections of workplaces declined 17 percent, from 63,363 in fiscal 1980 to 52,783 in 1982. OSHA likes to include record reviews, which are now deemed sufficient for employers whose illness and injury records fall below the national average, in its inspection tally. However, Cottine pointed out that the review commission long ago rejected them as adequate checks on actual workplace conditions.

Follow-up inspections, which Cottine called "imperative" for determining the reality of hazard abatement, plummeted 87 percent, from 11,664 in fiscal 1980 to 1,567 in 1982.

Inspection curtailment

Another enforcement shortfall singled out by Cottine is the severe curtailment in the use of OSHA's general duty clause, which allows inspectors to cite employers for hazards not covered by specific standards. Cottine said the clause is the "principal stopgap" for enforcing worker protection when standard-setting lags behind recognized hazards as under the Reagan Administration.

On the review commission, Cottine said the Administration's appointment of political "zealots" with no expertise in safety and health law has seriously jeopardized the commission's attempt during the previous six years to chart a "centrist course," upholding both employer and employee rights and maintaining its own integrity.

An example of the impact of this situation cited by Cottine was a review commission decision involving a worker who complained of heat stress on the job. Overturning a decade of precedents based on the intent of the law to prevent worker illness and injury, the commission ruled that the employer had no obligation to remove the cause of the hazard as long as he provided first aid.

Cottine also charged that the Administration has "seriously breached" the "fundamental separation" of OSHA's enforcement powers and the commission's judicial powers by using informal OSHA conferences to resolve contested citations.

Cottine warned that the upcoming elections may bring on a flurry of cosmetic activity by OSHA. But even a boom in standard-setting prior to the elections, he said, will not make up for OSHA's tragic failure to protect workers.

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Vol. 28, No. 38 SATURDAY, SEPTEMBER 24, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
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LEGISLATIVE ALERT!

House OKs Job-Creation Bill, Aid to Jobless Victims of Imports

Below are House roll calls on two legislative victories for labor: passage of Trade Adjustment Assistance and a job-creation bill.

TRADE ADJUSTMENT ASSISTANCE

The House voted to extend and substantially expand the Trade Adjustment Assistance program. Since 1962 this program has provided compensation for workers made jobless because of U.S. trade policies that subsidize imported goods and export U.S. jobs.

The House-passed bill extends TAA to Sept. 30, 1985 and expands coverage to workers who provide parts or services to industries harmed by imports. For example, not only auto workers but also auto battery and spark-plug manufacturing employees would be eligible for new job training and benefits.

The House rejected four attempts by Rep. Bill Frenzel (R-MN) to limit eligibility and cut funding for the program. The key vote came on Frenzel's motion to send the bill back to committee for cuts and delays; this motion was rejected 194-218 (roll call below).

WHAT YOU CAN DO: H.R. 3391 faces an uncertain future in the Senate. Urge your Senators to approve H.R. 3391, Trade Adjustment Assistance, as passed by the House.

PUBLIC WORKS, LOCAL SERVICE JOBS BILL

The House voted 246-178 to approve H.R. 1036, the AFL-CIO-backed jobs bill. See page 1 story for details.

R = Right
W = Wrong
A = Absent

	TAA	Jobs
---- ALABAMA		
1 EDWARDS, JACK (R-AL)	W	W
2 DICKINSON (R-AL)	W	W
3 NICHOLS (D-AL)	W	R
4 BEVILL (D-AL)	R	R
5 FLIPPO (D-AL)	R	R
6 ERDREICH (D-AL)	R	R
7 SHELBY (D-AL)	R	R
---- ALASKA		
1 YOUNG, DON (R-AK)	A	R
---- ARIZONA		
1 MCCAIN (R-AZ)	W	W
2 UDALL (D-AZ)	R	R
3 STUMP (R-AZ)	W	W
4 RUDD (R-AZ)	W	W
5 MCNULTY (D-AZ)	R	R
---- ARKANSAS		
1 ALEXANDER (D-AR)	R	R
2 BETHUNE (R-AR)	W	W
3 HAMMERSCHMIDT (R-AR)	W	W
4 ANTHONY (D-AR)	R	R
---- CALIFORNIA		
1 BOSCO (D-CA)	R	R
2 CHAPPIE (R-CA)	W	W
3 MATSUI (D-CA)	R	R
4 FAZIO (D-CA)	R	R
5 BURTON, SALA (D-CA)	R	R
6 BOXER (D-CA)	R	R
7 MILLER, GEORGE (D-CA)	A	R
8 DELLUMS (D-CA)	R	R
9 STARK (D-CA)	A	R
10 EDWARDS, DON (D-CA)	R	R
11 LANTOS (D-CA)	R	R
12 ZSCHAU (R-CA)	W	W
13 MINETA (D-CA)	R	R
14 SHUMWAY (R-CA)	W	W
15 COELHO (D-CA)	R	R
16 PANETTA (D-CA)	W	R
17 PASHAYAN (R-CA)	A	W
18 LEHMAN (D-CA)	R	R
19 LAGOMARSINO (R-CA)	W	W
20 THOMAS (R-CA)	W	W
21 FIEDLER (R-CA)	W	W
22 MOORHEAD (R-CA)	W	W
23 BEILENSON (D-CA)	R	R
24 WAXMAN (D-CA)	R	R
25 ROYBAL (D-CA)	R	R
26 BERMAN (D-CA)	R	R
27 LEVINE (D-CA)	R	R
28 DIXON, JULIAN (D-CA)	R	R
29 HAWKINS, AUGUSTUS (D-CA)	R	R
30 MARTINEZ (D-CA)	R	R
31 DYMALLY (D-CA)	R	R
32 ANDERSON (D-CA)	R	R
33 DREIER (R-CA)	W	W
34 TORRES (D-CA)	R	R
35 LEWIS (R-CA)	W	W
36 BROWN, GEORGE (D-CA)	R	R
37 MCCANDLESS (R-CA)	W	W
38 PATTERSON (D-CA)	R	R
39 DANNEMEYER (R-CA)	W	W
40 BADHAM (R-CA)	W	W
41 LOWERY (R-CA)	W	W
42 LUNGREN (R-CA)	W	W
43 PACKARD (R-CA)	W	W
44 BATES (D-CA)	A	R
45 HUNTER (R-CA)	W	W
---- COLORADO		
1 SCHROEDER (D-CO)	R	R
2 WIRTH (D-CO)	W	R
3 KOGOVSEK (D-CO)	R	R
4 BROWN, HANK (R-CO)	W	W
5 KRAMER (R-CO)	W	W
6 SCHAEFER (R-CO)	W	W
---- CONNECTICUT		
1 KENNELLY (D-CT)	R	R
2 GEJDENSON (D-CT)	R	R
3 MORRISON (D-CT)	R	R
4 MCKINNEY (R-CT)	W	R
5 RATCHFORD (D-CT)	R	R
6 JOHNSON (R-CT)	R	R
---- DELAWARE		
1 CARPER (D-DE)	W	W
---- FLORIDA		
1 HUTTO (D-FL)	W	W
2 FUQUA (D-FL)	R	R
3 BENNETT (D-FL)	W	R
4 CHAPPELL (D-FL)	W	R
5 MCCOLLUM (R-FL)	W	W
6 MACKAY (D-FL)	R	W
7 GIBBONS (D-FL)	R	R
8 YOUNG, BILL (R-FL)	W	W
9 BILIRAKIS (R-FL)	W	W
10 IRELAND (D-FL)	W	W
11 NELSON (D-FL)	W	W
12 LEWIS (R-FL)	W	W
13 MACK (R-FL)	A	W
14 MICA (D-FL)	R	W
15 SHAW (R-FL)	W	W
16 SMITH (D-FL)	R	R
17 LEHMAN (D-FL)	R	R
18 PEPPER (D-FL)	R	R
19 FASCELL (D-FL)	R	R
---- GEORGIA		
1 THOMAS, ROBERT (D-GA)	R	W
2 HATCHER (D-GA)	R	R
3 RAY (D-GA)	W	W
4 LEVITAS (D-GA)	W	W
5 FOWLER (D-GA)	R	R
6 GINGRICH (R-GA)	W	W
7 VACANT		
8 ROWLAND (D-GA)	W	W
9 JENKINS (D-GA)	W	W
10 BARNARD (D-GA)	W	W
---- HAWAII		
1 HEFTEL (D-HI)	A	A
2 AKAKA (D-HI)	R	R
---- IDAHO		
1 CRAIG (R-ID)	W	W
2 HANSEN, GEORGE (R-ID)	W	W
---- ILLINOIS		
1 HAYES, CHARLES (D-IL)	R	R
2 SAVAGE (D-IL)	R	R
3 RUSSO (D-IL)	R	R
4 O'BRIEN (R-IL)	R	R
5 LIPINSKI (D-IL)	R	R
6 HYDE (R-IL)	W	W
7 COLLINS, CARDISS (D-IL)	R	R
8 ROSTENKOWSKI (D-IL)	R	R
9 YATES (D-IL)	R	R
10 PORTER (R-IL)	W	W
11 ANNUNZIO (D-IL)	R	R
12 CRANE, PHILIP (R-IL)	W	W
13 ERLENBORN (R-IL)	W	W
14 CORCORAN (R-IL)	W	W
15 MADIGAN (R-IL)	W	W
16 MARTIN, LYNN (R-IL)	W	W
17 EVANS, LANE (D-IL)	R	R
18 MICHEL (R-IL)	W	W
19 CRANE, DANIEL (R-IL)	W	W
20 DURBIN (D-IL)	W	R
21 PRICE (D-IL)	R	R
22 SIMON (D-IL)	R	R
---- INDIANA		
1 HALL, KATIE (D-IN)	R	R
2 SHARP (D-IN)	R	R
3 HILER (R-IN)	W	W
4 COATS (R-IN)	R	W
5 HILLIS (R-IN)	R	W
6 BURTON (R-IN	W	W
7 MYERS (R-IN)	W	W
8 MCCLOSKEY, FRANK (D-IN)	R	R
9 HAMILTON (D-IN)	R	R
10 JACOBS (D-IN)	R	R
---- IOWA		
1 LEACH (R-IA)	W	R
2 TAUKE (R-IA)	W	W
3 EVANS, COOPER (R-IA)	W	W
4 SMITH, NEAL (D-IA)	R	R
5 HARKIN (D-IA)	R	R
6 BEDELL (D-IA)	W	R
---- KANSAS		
1 ROBERTS, PAT (R-KS)	W	W
2 SLATTERY (D-KS)	W	R
3 WINN (R-KS)	W	W
4 GLICKMAN (D-KS)	W	R
5 WHITTAKER (R-KS)	W	W
---- KENTUCKY		
1 HUBBARD (D-KY)	W	R
2 NATCHER (D-KY)	R	R
3 MAZZOLI (D-KY)	W	R
4 SNYDER (R-KY)	W	W
5 ROGERS (R-KY)	W	W
6 HOPKINS (R-KY)	W	W
7 PERKINS (D-KY)	R	R
---- LOUISIANA		
1 LIVINGSTON (R-LA)	W	W
2 BOGGS (D-LA)	R	R
3 TAUZIN (D-LA)	W	R
4 ROEMER (D-LA)	W	R
5 HUCKABY (D-LA)	W	R
6 MOORE (R-LA)	W	W
7 BREAUX (D-LA)	W	R
8 LONG, GILLIS (D-LA)	R	R
---- MAINE		
1 MCKERNAN (R-ME)	W	W
2 SNOWE (R-ME)	R	W
---- MARYLAND		
1 DYSON (D-MD)	R	R
2 LONG, CLARENCE (D-MD)	R	R
3 MIKULSKI (D-MD)	R	R
4 HOLT (R-MD)	A	W
5 HOYER (D-MD)	R	R
6 BYRON (D-MD)	R	R
7 MITCHELL, PARREN (D-MD)	R	R
8 BARNES (D-MD)	R	R
---- MASSACHUSETTS		
1 CONTE (R-MA)	W	R
2 BOLAND (D-MA)	R	R
3 EARLY (D-MA)	R	R
4 FRANK (D-MA)	R	R
5 SHANNON (D-MA)	R	R
6 MAVROULES (D-MA)	R	R
7 MARKEY (D-MA)	R	R
8 O'NEILL (D-MA)	Speaker	
9 MOAKLEY (D-MA)	R	R
10 STUDDS (D-MA)	R	R
11 DONNELLY (D-MA)	W	R
---- MICHIGAN		
1 CONYERS (D-MI)	R	R
2 PURSELL (R-MI)	W	W
3 WOLPE (D-MI)	R	R
4 SILJANDER (R-MI)	W	W
5 SAWYER (R-MI)	W	W
6 CARR (D-MI)	R	R
7 KILDEE (D-MI)	R	R
8 TRAXLER (D-MI)	R	R
9 VANDER JAGT (R-MI)	W	W
10 ALBOSTA (D-MI)	R	R
11 DAVIS (R-MI)	R	R
12 BONIOR (D-MI)	R	R
13 CROCKETT (D-MI)	R	R
14 HERTEL (D-MI)	R	R
15 FORD, WILLIAM (D-MI)	R	R
16 DINGELL (D-MI)	R	A
17 LEVIN, SANDER (D-MI)	R	R
18 BROOMFIELD (R-MI)	A	W
---- MINNESOTA		
1 PENNY (D-MIN)	R	W
2 WEBER, VIN (R-MN)	W	W
3 FRENZEL (R-MN)	W	W
4 VENTO (D-MN)	R	R
5 SABO (D-MN)	R	R
6 SIKORSKI (D-MINN)	R	R
7 STANGELAND (R-MN)	W	W
8 OBERSTAR (D-MN)	R	R
---- MISSISSIPPI		
1 WHITTEN (D-MS)	R	R
2 FRANKLIN (R-MS)	W	W
3 MONTGOMERY (D-MS)	W	W
4 DOWDY (D-MS)	R	R
5 LOTT (R-MS)	W	W
---- MISSOURI		
1 CLAY (D-MO)	R	R
2 YOUNG, ROBERT (D-MO)	R	R
3 GEPHARDT (D-MO)	R	R
4 SKELTON (D-MO)	R	R
5 WHEAT (D-MO)	R	R
6 COLEMAN (R-MO)	A	W
7 TAYLOR (R-MO)	W	W
8 EMERSON (R-MO)	W	W
9 VOLKMER (D-MO)	R	R
---- MONTANA		
1 WILLIAMS, PAT (D-MT)	R	R
2 MARLENEE (R-MT)	W	A
---- NEBRASKA		
1 BEREUTER (R-NE)	W	W
2 DAUB (R-NE)	W	W
3 SMITH, VIRGINIA (R-NE)	W	W
---- NEVADA		
1 REID (D-NV)	W	R
2 VUCANOVICH (R-NV)	W	W
---- NEW HAMPSHIRE		
1 D'AMOURS (D-NH)	W	W
2 GREGG (R-NH)	W	W
---- NEW JERSEY		
1 FLORIO (D-NJ)	R	R
2 HUGHES (D-NJ)	W	R
3 HOWARD (D-NJ)	R	R
4 SMITH, CHRISTOPHER (R-NJ)	R	R
5 ROUKEMA (R-NJ)	W	W
6 DWYER (D-NJ)	R	R
7 RINALDO (R-NJ)	R	R
8 ROE (D-NJ)	R	R
9 TORRICELLI (D-NJ)	R	R
10 RODINO (D-NJ)	R	R
11 MINISH (D-NJ)	R	R
12 COURTER (R-NJ)	W	W
13 FORSYTHE (R-NJ)	W	W
14 GUARINI (D-NJ)	R	R
---- NEW MEXICO		
1 LUJAN (R-NM)	W	W
2 SKEEN (R-NM)	W	W
3 RICHARDSON (D-NM)	R	R
---- NEW YORK		
1 CARNEY (R-NY)	W	W
2 DOWNEY (D-NY)	R	R
3 MRAZEK (D-NY)	R	W
4 LENT (R-NY)	W	W
5 MCGRATH (R-NY)	W	W
6 ADDABBO (D-NY)	R	R
7 ACKERMAN (D-NY)	R	R
8 SCHEUER (D-NY)	R	R
9 FERRARO (D-NY)	R	R
10 SCHUMER (D-NY)	R	R
11 TOWNS (D-NY)	R	R
12 OWENS (D-NY)	R	R
13 SOLARZ (D-NY)	R	R
14 MOLINARI (R-NY)	W	W
15 GREEN (R-NY)	W	W
16 RANGEL (D-NY)	R	R
17 WEISS (D-NY)	R	R
18 GARCIA (D-NY)	R	R
19 BIAGGI (D-NY)	R	R
20 OTTINGER (D-NY)	R	R
21 FISH (R-NY)	W	R
22 GILMAN (R-NY)	R	R
23 STRATTON (D-NY)	R	R
24 SOLOMON (R-NY)	W	W
25 BOEHLERT (R-NY)	R	R
26 MARTIN, DAVID (R-NY)	R	R
27 WORTLEY (R-NY)	W	W
28 MCHUGH (D-NY)	R	R
29 HORTON (R-NY)	W	R
30 CONABLE (R-NY)	W	W
31 KEMP (R-NY)	W	W
32 LAFALCE (D-NY)	R	R
33 NOWAK (D-NY)	R	R
34 LUNDINE (D-NY)	R	A
---- NORTH CAROLINA		
1 JONES, WALTER (D-NC)	A	R
2 VALENTINE (D-NC)	W	W
3 WHITLEY (D-NC)	W	R
4 ANDREWS, IKE (D-NC)	W	R
5 NEAL (D-NC)	W	R
6 BRITT (D-NC)	W	W
7 ROSE (D-NC)	W	R
8 HEFNER (D-NC)	W	R
9 MARTIN, JAMES (R-NC)	W	W
10 BROYHILL (R-NC)	W	W
11 CLARKE (D-NC)	R	R
---- NORTH DAKOTA		
1 DORGAN (D-ND)	W	W
---- OHIO		
1 LUKEN (D-OH)	R	R
2 GRADISON (R-OH)	W	W
3 HALL, TONY (D-OH)	R	R
4 OXLEY (R-OH)	W	W
5 LATTA (R-OH)	W	W
6 MCEWEN (R-OH)	W	W
7 DEWINE (R-OH)	W	W
8 KINDNESS (R-OH)	W	W
9 KAPTUR (D-OH)	R	R
10 MILLER, CLARENCE (R-OH)	W	W
11 ECKART (D-OH)	R	R
12 KASICH (R-OH)	W	W
13 PEASE (D-OH)	R	R
14 SEIBERLING (D-OH)	R	R
15 WYLIE (R-OH)	W	W
16 REGULA (R-OH)	R	W
17 WILLIAMS, LYLE (R-OH)	R	R
18 APPLEGATE (D-OH)	R	R
19 FEIGHAN (D-OH)	R	R
20 OAKAR (D-OH)	R	R
21 STOKES (D-OH)	R	R
---- OKLAHOMA		
1 JONES, JAMES (D-OK)	W	W
2 SYNAR (D-OK)	R	W
3 WATKINS (D-OK)	W	R
4 MCCURDY (D-OK)	W	W
5 EDWARDS, MICKEY (R-OK)	W	W
6 ENGLISH (D-OK)	W	W
---- OREGON		
1 AUCOIN (D-OR)	R	W
2 SMITH (R-OR)	W	W
3 WYDEN (D-OR)	R	R
4 WEAVER (D-OR)	R	R
5 SMITH, DENNY (R-OR)	W	W
---- PENNSYLVANIA		
1 FOGLIETTA (D-PA)	R	R
2 GRAY (D-PA)	R	R
3 BORSKI (D-PA)	R	R
4 KOLTER (D-PA)	R	R
5 SCHULZE (D-PA)	W	W
6 YATRON (D-PA)	R	R
7 EDGAR (D-PA)	A	R
8 KOSTMAYER (D-PA)	R	R
9 SHUSTER (R-PA)	W	W
10 MCDADE (R-PA)	W	R
11 HARRISON (D-PA)	R	R
12 MURTHA (D-PA)	R	R
13 COUGHLIN (R-PA)	W	W
14 COYNE, WILLIAM (D-PA)	R	R
15 RITTER (R-PA)	W	W
16 WALKER (R-PA)	W	W
17 GEKAS (R-PA)	W	W
18 WALGREN (D-PA)	R	R
19 GOODLING (R-PA)	W	W
20 GAYDOS (D-PA)	R	R
21 RIDGE (R-PA)	W	R
22 MURPHY (D-PA)	R	R
23 CLINGER (R-PA)	W	W
---- RHODE ISLAND		
1 ST GERMAIN (D-RI)	A	R
2 SCHNEIDER (R-RI)	R	R
---- SOUTH CAROLINA		
1 HARTNETT (R-SC)	W	W
2 SPENCE (R-SC)	W	W
3 DERRICK (D-SC)	A	R
4 CAMPBELL (R-SC)	W	W
5 SPRATT (D-SC)	R	R
6 TALLON (D-SC)	W	R
---- SOUTH DAKOTA		
1 DASCHLE (D-SD)	W	R
---- TENNESSEE		
1 QUILLEN (R-TN)	A	W
2 DUNCAN (R-TN)	W	W
3 LLOYD (D-TN)	W	R
4 COOPER (D-TN)	W	R
5 BONER (D-TN)	A	R
6 GORE (D-TN)	R	R
7 SUNDQUIST (R-TN)	R	W
8 JONES, ED (D-TN)	R	R
9 FORD, HAROLD (D-TN)	R	A
---- TEXAS		
1 HALL, SAM (D-TX)	R	W
2 WILSON (D-TX)	R	R
3 BARTLETT (R-TX)	W	W
4 HALL, RALPH (D-TX)	R	R
5 BRYANT (D-TX)	R	R
6 GRAMM (R-TX)	W	A
7 ARCHER (R-TX)	W	W
8 FIELDS (R-TX)	R	W
9 BROOKS (D-TX)	R	R
10 PICKLE (D-TX)	R	W
11 LEATH (D-TX)	R	W
12 WRIGHT (D-TX)	R	R
13 HIGHTOWER (D-TX)	W	W
14 PATMAN (D-TX)	W	R
15 DE LA GARZA (D-TX)	R	R
16 COLEMAN (D-TX)	R	R
17 STENHOLM (D-TX)	W	W
18 LELAND (D-TX)	R	R
19 HANCE (D-TX)	A	W
20 GONZALEZ (D-TX)	R	R
21 LOEFFLER (R-TX)	W	W
22 PAUL (R-TX)	W	W
23 KAZEN (D-TX)	R	R
24 FROST (D-TX)	R	R
25 ANDREWS (D-TX)	W	W
26 VANDERGRIFF (D-TX)	W	W
27 ORTIZ (D-TX)	R	R
---- UTAH		
1 HANSEN, JAMES (R-UT)	W	W
2 MARRIOTT (R-UT)	W	W
3 NIELSON (R-UT)	W	W
---- VERMONT		
1 JEFFORDS (R-VT)	W	R
---- VIRGINIA		
1 BATEMAN (R-VA)	W	W
2 WHITEHURST (R-VA)	W	W
3 BLILEY (R-VA)	W	W
4 SISISKY (D-VA)	R	R
5 DANIEL, DAN (D-VA)	W	W
6 OLIN (D-VA)	W	W
7 ROBINSON (R-VA)	W	W
8 PARRIS (R-VA)	W	W
9 BOUCHER (D-VA)	R	R
10 WOLF (R-VA)	W	W
---- WASHINGTON		
1 PRITCHARD (R-WA)	W	A
2 SWIFT (D-WA)	R	R
3 BONKER (D-WA)	R	A
4 MORRISON (R-WA)	W	W
5 FOLEY (D-WA)	R	R
6 DICKS (D-WA)	R	R
7 LOWRY (D-WA)	R	R
8 CHANDLER (R-WA)	W	W
---- WEST VIRGINIA		
1 MOLLOHAN (D -WV)	R	R
2 STAGGERS (D-WV)	R	R
3 WISE (D-WV)	R	R
4 RAHALL (D-WV)	R	R
---- WISCONSIN		
1 ASPIN (D-WI)	R	R
2 KASTENMEIER (D-WI)	R	R
3 GUNDERSON (R-WI)	W	W
4 ZABLOCKI (D-WI)	R	R
5 MOODY (D-WI)	R	R
6 PETRI (R-WI)	W	W
7 OBEY (D-WI)	R	R
8 ROTH, TOBY (R-WI)	A	A
9 SENSENBRENNER (R-WI)	W	W
---- WYOMING		
1 CHENEY (R-WY)	W	W

Upcoming Issues

UNION-BUSTERS SET THEIR SIGHTS ON GOVERNMENT PRINTERS; SHOW OF SOLIDARITY NEEDED TO MAINTAIN FAIR CONTRACT

Conservative members of the House and Senate have introduced legislation to abolish a 60-year tradition of collective bargaining by unionized workers at the Government Printing Office. Under legislation introduced by Rep. Jerry Lewis (R-CA) and Sen. Steven Symms (R-ID), GPO employees' current bargaining rights would be abolished and they would be brought under various other wage systems.

WHAT YOU CAN DO: Members of the International Typographical Union, AFGE, Painters, Machinists, Sheet Metal Workers, Graphic Communications Workers, Carpenters, and Electrical Workers have asked for a show of solidarity in maintaining the oldest collective bargaining statute in American law. Urge your Senators to oppose S. 1462, your Representative to oppose H.R. 3302.

LEGISLATION NEEDED TO PREVENT HUGE INCREASES IN YOUR PHONE BILL AS 'MA BELL' IS BROKEN UP INTO SMALLER COMPANIES

Under a federal court order the American Telephone & Telegraph Co. will be broken into smaller companies next January. Unless Congress takes quick action, telephone bills in some states could triple.

Under a Federal Communications Commission decision last July, residential phone users would be charged $2 per month just for access to long-distance telephone lines. These "access charges" would gradually rise to $10-12 per month, even if the consumer made no long-distance calls.

Sen. Robert Packwood (R-OR) and Rep. Timothy Wirth (D-CO) have taken the lead in introducing legislation to reverse this FCC decision and maintain universal telephone service that is not priced out of reach of low-income and fixed-income users. The Senate Commerce Committee recently approved a one-year delay in the FCC "access charge" decision, but much more must be done to keep phone service affordable.

WHAT YOU CAN DO: Urge your Senators and Representative to repeal, permanently, the FCC access charge decision and to establish mechanisms to keep basic telephone service affordable to all, including those in rural areas and those with low incomes.

Labor unity aim of endorsement vote

General Board tests support for candidates

Hollywood, Fla.—The AFL-CIO General Board meeting will test whether any candidate for the Democratic Party's presidential nomination has already achieved a strong consensus of trade union support.

If there is such a consensus, the AFL-CIO for the first time will make an official endorsement before the presidential primaries instead of remaining neutral until the parties have chosen their candidates.

In its call for the Oct. 1 General Board meeting, the AFL-CIO Executive Council said such an endorsement would be "in the best interests of America's working men and women." A consensus choice "will assure the solidarity that is essential for the labor movement to have an effective voice in the political process."

Under the rules proposed for the General Board meeting, a two-thirds majority of all votes cast—including votes for no endorsement and recorded abstentions—will be required to recommend a presidential candidate for the AFL-CIO's endorsement. The recommendation would then have to be accepted by a two-thirds majority of the full AFL-CIO convention, which opens Oct. 3.

Eligible voters

The General Board includes the members of the Executive Council and the principal officer or designated representative of each affiliated union, trade or industrial department. For this meeting, representatives of state and local central bodies have also been invited to participate, with one vote each. The voting strength of unions will be based on membership as of the last AFL-CIO convention. Voting strength at the 1983 convention, which will act on the recommendation, will be based on more current figures.

The proposed rules allow for a maximum of two ballots. There will be full discussion but no formal nominations. On the first ballot, votes may be cast for any person or for abstention from endorsement. A union may divide its votes.

If no candidate receives a two-thirds majority on the first ballot, a runoff will be held between the two top candidates. If neither receives a two-thirds vote on the second rollcall, the recommendation will be for "no endorsement."

The Executive Council had suggested that unions seek the views of their members before the General Board meeting, and a sampling by the AFL-CIO News showed a wide variety of methods used.

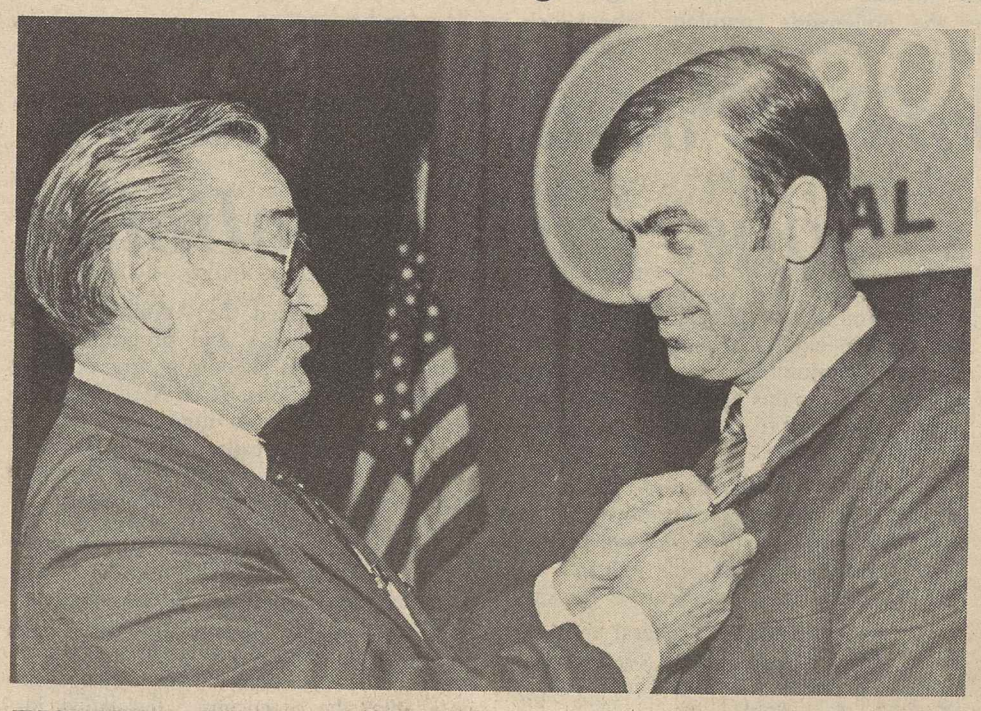
The range included professional polling of a cross-section of union members, straw votes at union conferences and conventions, distribution of ballots through union publications and special regional meetings to discuss candidate preferences.

In sending out the official call, AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue noted that the Executive Council "has reserved for future discussion, depending on developments in the Republican Party, whether an endorsement of a candidate for that party's nomination should be considered."

AFL-CIO news

VOL. 28, NO. 39
SATURDAY
OCTOBER 1, 1983

Council calls for return to jobs, justice policies



Visitor from space

Astronaut John Fabian, a member of the Challenger II space shuttle crew that orbited the earth in June, receives his convention badge from President Paul J. Burnsky of the AFL-CIO Metal Trades Dept. Fabian told delegates to the department's convention of the high regard the NASA team has for the skills of union members. (Story, Page 3.)

Economic tilt seen disaster for workers

Hollywood, Fla. — America's workers have been battered by the Reagan Administration's "disastrous economic policies," the AFL-CIO Executive Council said in a call for a change in course that will guide the nation "back to its historic route toward prosperity with equal rights for all."

That was the central message of the council's report to the 15th AFL-CIO convention, opening here Oct. 3. The 333-page document reviews developments in the labor movement, the nation and the world since the federation's 1981 convention.

In the intervening two years, the council report stressed, "millions of families have suffered in the most severe recession since the Great Depression of 50 years ago.

The council accused the Reagan Administration of a shameful first—a deliberate policy of adding to unemployment in order to reduce inflationary pressures.

Labor's role

Federation President Lane Kirkland, in his section of the report, stressed labor's key role in mobilizing resistance to the Administration's "regressive policies."

The AFL-CIO, he said, has reached out "to our allies among minorities, women and other constituencies that share a stake in reversing our nation's political course."

At the same time, "we have continued the process of strengthening and revitalizing our movement from within."

Kirkland cited the "growing unity" of the labor movement over the past two years and said this spirit is reflected in the prospect that "the convention, acting on a recommendation of the General Board, will be able to endorse a candidate" for the Democratic presidential nomination.

Continued on Page 2

Continental Airlines flies on union-busting course

Airline unions accused Continental Airlines of blatant abuse of bankruptcy laws to void its labor contracts and launch a mass layoff of employees.

Continental, the nation's eighth largest airline, filed for reorganization under the Federal Bankruptcy Code Sept. 24 and abruptly halted operations. It resumed service a few days later to about one third of the cities previously served after furloughing 8,000 of its 12,000 employees. The airline unilaterally slashed pay nearly in half for workers who were retained.

The Air Line Pilots leadership council at Continental authorized an Oct. 1 strike date against the carrier after members voted overwhelmingly to walk out. The Machinists have been on strike since Aug. 6.

ALPA representatives from 45 other airlines are also considering an industry-wide grounding of airliners to protest the Continental action and bring further attention to the depressed conditions in the industry.

Meanwhile, Chairman Frank Borman of Eastern Airlines issued an ultimatum to Eastern's 37,500 employees that unless they agree to a 15 percent pay cut by Nov. 1 Eastern would follow Continental's lead in filing for bankruptcy protection. Eastern is the second ranking U.S. airline.

Responding to the Continental action, President Henry A. Duffy of the Air Line Pilots charged that "it is a cold, calculated maneuver to do away with labor contracts."

And Vice President John F. Peterpaul of the Machinists denounced Continental's management for "stooping to an all-time

Continued on Page 2

House approves extension of aid to long-term jobless

The House voted 327-92 to extend and improve the Federal Supplemental Compensation program for the long-term unemployed, but differences with a Senate version of the bill may delay final congressional action.

While the existing program was to expire Sept. 30, the phaseout process will avoid an immediate cutoff of benefits. Despite significant differences over the terms of the renewal legislation, there has been strong bipartisan agreement that the program will not be allowed to die.

Some 636,000 persons who have exhausted their state unemployment benefits are currently on the FSC rolls, receiving from eight to 14 weeks of federally funded payments depending on the insured unemployment rate in their states.

The House bill provides only a temporary 45-day extension of FSC. But it would make important, labor-supported improvements in the present program. The maximum duration would rise from 14 to 16 weeks and jobless workers who have already participated in the program would be eligible for up to seven more weeks of payments.

Especially important, as labor sees it, is a provision that allows the higher figure of total unemployment in a state as a substitute trigger for the program instead of the insured unemployment rate now used, which has been an erratic indicator of joblessness.

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MEMO FROM COPE

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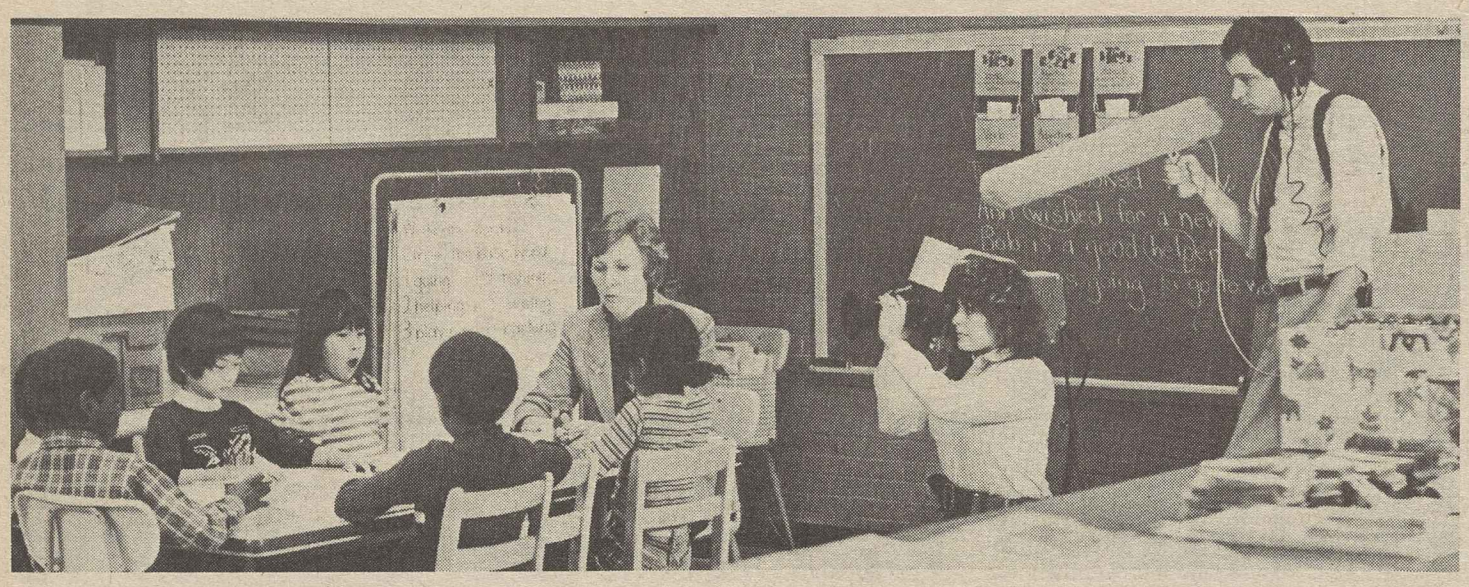
The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

10/1/83



Inside your schools

An innovative reading project in Wichita, Kan., is the focus for a segment of the television series, Inside Your Schools, produced by the Teachers. The half-hour programs are aired on the first Tuesday of each month during the school year, over the nationwide Learning Channel Network, serving more than 400 cable systems. Spotlighted on future shows will be outstanding teachers and students, interviews with leading educators and legislators and talks with a number of leading Americans about their public school education.

Council warns of 'disaster' course, asks return to jobs, justice policies

Continued from Page 1

He saw this as reflecting "the willingness of our affiliates to subordinate parochial interests to the larger interests of the movement."

The Executive Council said in the Political Activities section of its report that the stakes in the 1984 election are "the policies, programs and laws needed to rebuild this nation's economy and social well-being." It called for labor's "greatest registration and get-out-the-vote effort."

Sec.-Treas. Thomas R. Donahue's Financial Report noted that despite massive unemployment and frequent layoffs, affiliated unions paid monthly per capita taxes over the 24 months ending June 30, 1983, on behalf of 13,758,000 members. While this is an increase of 138,000 in two years, the 1981 figure reflected only a fraction of the membership of the Auto Workers, which had then just recently reaffiliated.

Donahue also reported that the net worth of the federation's general fund increased $2,688,527 over the last two years.

Other highlights of the Executive Council report include:

Organizing—Cooperative organizing programs are becoming an increasingly important mechanism for solving the difficulties encountered by union organizers in recent years. Forty international unions are involved in the Los Angeles-Orange Counties cooperative program, which has organized more than 400,000 workers since its inception in 1963. Solid bases for organizing gains, despite the chilling effects of the recession, are also being built through cooperative projects in Houston, Cincinnati and in areas of Florida, Arkansas and Oklahoma.

National Economy—Stressing labor's basic belief that "full employment is the key to a healthy economy and a healthy society," the council called for public service jobs and public works programs "to move the nation faster toward full employment."

It also urged housing programs, tax reforms, curbs on job-destroying imports and a national industrial policy with labor and business participation.

Pension Funds—The council cited predictions that by 1986 pension funds will be worth $1.3 trillion and provide almost half of all capital raised by U.S. corporations. The report noted considerable progress in recent years toward increasing labor's voice in pension fund investment policies. It urged intensified effort to channel investments to job-creating enterprises and housing through the AFL-CIO Mortgage Investment Trust and Housing Investment Trust and similar funds.

State and Local Needs—The Reagan Administration's policy failures are starkly evident in the deep economic and financial problems of almost every state and major urban area. In addition, cities have significant long-term needs that must be met to make economic activity and growth possible and to serve people's human needs. The council cited the benefits that would flow to communities from the AFL-CIO jobs and stimulus program, but also stressed the need to continue federal revenue sharing.

Housing—The high interest rates encouraged by the Administration and the Federal Reserve Board have been particularly harmful to the housing industry and to families in need of adequate housing.

The council called for federal action to assure an adequate supply of mortgage money at reasonable rates and mortgage relief for the jobless.

Energy—Instead of developing a comprehensive energy program with the goal of achieving energy self-reliance, the Reagan Administration "has chosen to follow an outdated free-market philosophy and has severely cut back more energy programs and dismantled others." The council said the nation must reaffirm the goal of energy independence to assure America's future security and economic well-being.

Environment — The Administration's budget cuts and staff reductions have hampered the enforcement of environmental laws, and these cutbacks will also hold back research into the toxic effects of pesticides and other chemicals. The report stressed the AFL-CIO's support for "a judicious balance" in the pursuit of both a clean environment and a healthy, growing economy.

Transportation — The council charged that the Administration is placing "excessive and unwarranted reliance" on the deregulation of the transportation industry and has failed to recognize the importance of transportation to the nation's defense and its economic well-being. The council called for legislation to strengthen the U.S. maritime industry and encourage domestic ship construction, restore a sound regulatory system to govern airline operations, and assure adequate funding for Amtrak.

Fair Labor Standards — The council charged that the Administration has engaged in a continuing attack on the basic laws protecting labor standards. It pledged to fight not only to preserve existing standards, but to extend them.

Occupational Safety & Health—Federal job safety and health protections have suffered serious erosion under the Reagan Administration, the council charged. It called on the labor movement to fight to protect the Occupational Safety & Health Act and the Mine Safety & Health Act against legislative and administrative attacks. The council said the AFL-CIO should continue to monitor the standard-setting and enforcement programs and use every tool available, including court challenges and congressional oversight, to gain the strongest possible protections.

Education—The council reaffirmed the AFL-CIO's historic support of the goal of quality education for workers and their families and decried the Administration's advocacy of policies and programs that would aid private schools at the expense of public institutions. It stressed the federation's opposition to tuition tax credits and vouchers and called on Congress to fully fund education programs for children with special needs and provide adequate financing for vocational education and higher education programs.

Social Security—The Social Security Amendments of 1983 assure the cash benefit program will be made secure for now and in the future. But the council noted that the compromise legislation included some provisions that the AFL-CIO opposed. On mandatory coverage of newly hired federal employees, the council pledged to work with postal and federal employee unions to assure an equitable supplementary pension plan.

Health Care—The council reiterated the AFL-CIO's longstanding position that the only way to assure all Americans access to quality health care they can afford is through the enactment of universal, comprehensive national health insurance. Until that goal is achieved, the federation will seek to improve health care while controlling costs.

Welfare Reform, Food Stamps and Social Services—The council accused the Reagan Administration of engaging in systematic destruction of the national structure of protections against poverty. It pointed out that in 1982—even before large numbers of workers slid into poverty—56.4 percent of poor families and 87 percent of poor individuals received no assistance. It called on Congress to restore funds cut by the Administration.

Civil Rights—Vigorous opposition to the Reagan Administration's "attempted annihilation" of the nation's body of civil rights laws was pledged by the council. It called on the Administration to "desist from policies designed to sap the effectiveness of civil rights agencies" through enforcement failures, budget cuts and other devices. The council pledged a renewed drive to gain enactment of the Equal Rights Amendment.

International Affairs—The council presented a comprehensive review of trade union developments throughout the world, detailing the AFL-CIO's relationships with other national trade union centers, including the Solidarity movement of Poland. It also reported on the federation's involvement in such organizations as the Trade Union Advisory Committee to the Organization for Economic Cooperation and Development, the International Confederation of Free Trade Unions and the International Labor Organization. The report covered the activities of the AFL-CIO's overseas arms, the American Institute for Free Labor Development, the African-American Labor Center and the Asian-American Free Labor Institute.

Airline unions assail tactics of Continental

Continued from Page 1

low in its pursuit of corporate wealth and a union-free environment." He said the carrier's unilateral decision to file for bankruptcy was an outright abuse of both the intent and the spirit of the Chapter 11 financial reorganization law.

Duffy also raised safety questions about a renewed operation that Continental planned to put into effect. The carrier is walking a "thin line that crosses over from productivity to fatigue," he said.

Duffy released a letter to J. Lynn Helms, administrator of the Federal Aviation Administration, requesting the FAA to "institute a special investigation into the question of whether Continental is complying with its safety obligations to assure that employees, as well as the public, are not jeopardized under these unprecedented circumstances."

He cited a new rule that he said grants no sick leave to employees. "So what are they saying, pilots should fly sick? We don't think that's an extremely safe operation," he said.

Peterpaul declared that when Continental filed for bankruptcy it had $100 million in assets, plus an additional $50 million cash flow—"hardly the kind of financially depressed corporation the chapter 11 bankruptcy laws were written to protect."

Borman ultimatum

In his ultimatum to Eastern employees, Borman said workers would be "voting on their jobs" when they consider the pay cut proposal amounting to more than $300 million. Some Eastern employees already absorbed pay cuts this year.

None of Eastern's three major unions—the IAM, ALPA nor the Transport Workers—have scheduled a vote on the proposed pay reduction.

The TWUA, which represents 5,800 Eastern flight attendants, is attempting to negotiate a new contract with the carrier, and has set an Oct. 12 strike deadline.

ILA negotiations bring agreement on interim pact

Bal Harbour, Fla.—The Longshoremen reached agreement on a stopgap 106-day contract with Atlantic and Gulf Coast port employers that provides wage and benefit increases totaling $1.42 an hour.

The interim agreement, covering 50,000 dockworkers in 36 ports, was announced here by ILA President Thomas W. Gleason and President James J. Dickman of the New York Shipping Association. It replaces a tentative three-year master contract negotiated last April that was due to go into effect on Oct. 1.

Negotiations on local area agreements will now be resumed. Talks were suspended last month after the Federal Maritime Commission sought an injunction in Federal court to prevent oceangoing carriers from complying with the union's 50-mile container rule.

The interim agreement sets Jan. 15, 1984, as the new deadline for replacement of dockworker contracts in the Maine-to-Texas port industry. The pact contains all of the monetary improvements that were in the April contract.

It provides for an immediate $1-raise to $15 an hour; a 25-cent rise in employer pension contributions to $3.25 an hour, and a 17-cent increase in employer health and welfare payments to $2.17 an hour.

The agreement would be in force through Jan. 15 even if the U.S. District Court in New York granted FMC's request for an injunction against the 50-mile container rule. The agency charged that the rule, implemented on Apr. 18 after more than a decade of litigation, was causing harm to shippers and cargo consolidators.

Broken promises hit

Save U.S. shipbuilding, Metal Trades demand

By Susan Dunlop

Hollywood, Fla.—A maritime policy that relies on foreign shipyards for its merchant fleet endangers U.S. security and weakens the national economy, delegates to the 61st convention of the AFL-CIO Metal Trades Dept. charged.

The convention stressed the need for both a strong cargo fleet and a skilled shipbuilding workforce. Reagan Administration policies are hastening the decline of the U.S. merchant marine, delegates warned.

A key resolution backed legislation to require a "substantial" fleet of U.S.-built ships flying the American flag, and carrying a major share of domestic cargo.

Taking part in the convention, which marked the 75th anniversary of the department, were delegates from 22 affiliated unions with some 4.5 million members.

Survival threatened

MTD President Paul Burnsky scored President Reagan for reneging on campaign promises to rebuild the merchant fleet. Instead, he said, the Administration is seeking to "drive the last nails into the coffin in which our shipbuilding industry will be laid to rest."

American shipyards are on "the point of extinction" because of "the deliberate policy of our national Administration," Burnsky charged.

Ticking off a list of Reagan Administration policies that are sinking the shipbuilding and maritime industries, Burnsky pointed out that the federal loan programs designed to help finance the construction of U.S.-flag ships have been "deliberately starved." The Administration has successfully pressed for congressional action that lets U.S. shipowners buy vessels in foreign yards and still get their operating subsidies, he said.

"The effect of the first, temporary use of that authority was to cost U.S. shipyards and their suppliers some $2 billion in contracts. It cost American working people 20,000 shipbuilding jobs, and it cost workers in allied industries thousands more jobs," Burnsky told the delegates.

AFL-CIO President Lane Kirkland, in his address to the delegates, called the two years since MTD's last convention "the toughest in generations for working people."

He stressed that over 10 million people are still searching for jobs that do not exist. And for the 16 million people who will be entering the workforce by the end of the decade, "the hope of finding jobs and paychecks that will give them the living standards their parents achieved is clouded with doubt," Kirkland said.

"There never was a time when America stood in greater need of a coherent national social policy and economic policy based on consideration of the lives and hope of human beings, rather than on the abstract calculations of cost-accountants," Kirkland said.

Human concerns

The labor movement's job now is "to help restore human concerns to the councils of government" by electing public officials "who share our conviction that the role of government is to advance the interests of all Americans, not just the rich and powerful," he urged.

Frank Drozak, president of the AFL-CIO Maritime Trades Dept., told the delegates that with the launching of a ship at the Bath shipyard in Maine in early September, not a single American flag ship is being built in U.S. yards today.

The American flag fleet is down to 466 aging ships and the Administration is helping to kill federal loan and subsidy programs that could finance new ship construction, Drozak said.

The delegates approved a spectrum of resolutions aimed at saving shipyard jobs and the merchant fleet, including endorsement of a competitive shipping and shipbuilding bill sponsored by Rep. Lindy Boggs (D-La.) that would increase the need for U.S.-built vessels by requiring that an increasing percentage of U.S. foreign trade cargoes be carried in U.S. built, U.S.-flag ships between 1984 and 1999.

Also, the MTD delegates expressed strong opposition to attempts to weaken existing laws that require American shipowners to build in U.S. yards, and to moves to waive provisions and weaken enforcement of the Jones Act requirement that shipments between U.S. ports be carried in U.S. vessels.

Another resolution sought strong enforcement of the Occupational Safety & Health Act, particularly as it applies to hazards in the shipbuilding industry. The delegates also called for increased research into hazards of video display equipment and urged the National Institute of Occupational Safety & Health to explore health and safety problems associated with welding.

Pay equity supported

The delegates supported the proposed Equal Rights Amendment to the Constitution and backed efforts to assure pay equity in work performed by men and women.

Resolutions were also adopted calling for improved working conditions for federal workers and adherence to pay comparability laws.

The convention voted to set up a mechanism to move toward a program of coordinated collective bargaining for workers on the East and West Coasts, the Great Lakes and inland waterways, and toward coordinated legislative action to benefit shipyard workers.

All of the department's officers were re-elected by acclamation.

Other speakers at the two-day convention included Representatives Lindy Boggs and Mario Biaggi, Vice Admiral E. B. Fowler, commander, Naval Sea Systems Command; Morris L. Myers, director, industrial relations, U.S. Dept. of Energy; M. Leo Rice, president, Shipbuilders Council of America; Arthur O. Maxwell, national labor representative, U.S. Treasury Savings Bonds division, and Col. John Fabian, a member of the Challenger II space shuttle crew.

The next issue of the AFL-CIO News will be published Oct. 15, 1983, because of the federation's convention schedule.

That issue will contain detailed coverage of the actions of the AFL-CIO's 15th constitutional convention.

Building closer community ties

Union volunteers in Danville, Ill., construct a new concession stand and restrooms at the city's Ellsworth Park. Members of Carpenters Local 269, Laborers Local 264, Operating Engineers Local 841, Plumbers Local 293, Ironworkers Local 380 and Electrical Workers Local 538—including many unemployed building trades craftsmen—put in 1,000 hours on the community service project.

Health care plan pressed to curb costs, not services

Health costs can be held down without slashing needed services or reducing the quality of medical care, labor witnesses insisted at House hearings.

The bill they supported, based on proposals developed by the Health Security Action Council, would be implemented in two phases.

First would be a ceiling on permissible price increases for hospital and nursing home care, outpatient services and physician charges—limited for the most part by a cost index formula.

After two years of relative price stability, the second phase would focus on pre-budgeting of hospital and health provider costs under federal guidelines administered by state agencies.

Douglas A. Fraser, president-emeritus of the Auto Workers who testified as chairman of the Health Security Action Council, urged Congress not to go along with the "charade" of claiming to save money by reducing payments under Medicare and other government-funded programs, while shifting costs to private insurance or patients.

Reducing benefits, making it harder for the poor to get care, and pressuring for cutbacks in insurance-paid benefits have little impact on health costs, he insisted.

AFL-CIO Associate Legislative Director Robert McGlotten warned that health care costs are projected to more than double by 1990 and termed the comprehensive, labor-supported bill "a viable solution to this impending disaster." McGlotten's testimony was presented by Karen Ignagni of the federation's Dept. of Occupational Safety, Health & Social Security.

Congress took a positive step earlier this year by requiring hospitals which participate in Medicare to be paid on a prospective basis, the AFL-CIO said. But unless cost containment measures go beyond Medicare, hospitals can either discourage Medicare admissions or shift costs to other payers, the federation warned.

Included on the House Ways & Means subcommittee that held hearings on the measure are Rep. James M. Shannon (D-Mass.), its chief sponsor, and Rep. Charles B. Rangel (D-N.Y.).

Sen. Edward M. Kennedy (D-Mass.), who sponsored a companion bill in the Senate, testified at the House hearings as did Rep. Barbara Mikulski (D-Md.), a co-sponsor. Representatives of the State, County & Municipal Employees and of the Service Employees also testified.

Mississippi shipyard pact brings pay gains for 5,000

Hollywood, Fla. — A new 40-month agreement the AFL-CIO Metal Trades Dept. negotiated with Ingalls Shipbuilding Co. will bring wage gains of $1.18 an hour and improvements in benefits for 5,000 shipyard workers at Pascagoula, Miss.

The extended contract, which went into effect Sept. 26, was signed at the department's convention here by Metal Trades President Paul J. Burnsky and Ingalls President Leonard Erb and Vice President Jerry St. Pe.

The first increase under the new contract, along with two previously scheduled step-ups, immediately raised the hourly earnings of journeymen to $10.10 from $9.92. The value of additional fringe benefits is estimated by the department at 48 cents an hour over the term of the contract.

Burnsky called the agreement "a major advance in the face of a depressed economic climate and efforts by reactionary employers to take advantage of that climate."

He said that "it is highly significant that respect on both sides of the bargaining table can bring about a contract that advances the interests of working people while satisfying the needs of their employer. The terms of this contract go well beyond those of most other major collective bargaining agreements negotiated throughout the country in the first half of 1983."

Other key provisions of the agreement are:

- A 12.5 percent increase in basic surgical benefits and a major improvement in major medical coverage.
- Improvements that will allow a combination of employer-employee contributions which can double worker retirement benefits.

The contract, which was opened for negotiation four months early, replaces one that would have expired next Feb. 1.

A separate contract containing essentially the same terms was negotiated and signed by the Electrical Workers for IBEW members employed by Ingalls.

Real earnings fall as consumer costs climb in August

Real wages of American workers — average weekly earnings offset by inflation — fell 1.2 percent in August after seasonal adjustment, the largest monthly decline in 17 months, while consumer prices rose five-tenths of 1 percent, the Bureau of Labor Statistics reported.

Average hourly earnings decreased seven-tenths of 1 percent, mainly because of strike activity in the transportation and communications industries. Average weekly hours were unchanged, BLS said.

In July, real earnings fell by three-tenths of 1 percent. The August decline was the steepest since a 1.3-percent drop in January 1982.

Gross weekly earnings averaged $278.95 in August, compared to $281.05 in July. In constant 1977 dollars, however, they averaged only $169.27, down from $171.31 in the previous month.

The August rise in the government's consumer price index, five-tenths of 1 percent, followed an increase of three-tenths of 1 percent in July. Larger increases in transportation and housing, plus higher prices for food and beverages, contributed to the acceleration, BLS said.

Home ownership, which is based on house prices, mortgage interest rates, property taxes, property insurance, and maintenance and repair costs, rose eight-tenths of 1 percent in August. Mortgage interest rates, property taxes, and maintenance and repair costs all registered large increases, while house prices rose moderately, and property insurance costs were unchanged.

The higher transportation costs reflected surging prices for gasoline and autos.

Technology revolution no cure-all for jobs blight

"High tech," or advanced technology, is neither a new phenomenon in the American economy nor necessarily the salvation of American enterprise, and it is by no means a jobs panacea, speakers at a two-day conference on technology sponsored by the AFL-CIO Industrial Union Dept. emphasized.

Experts in labor and the workplace warned that many more jobs will be lost to industrial layoffs than will be gained in the advanced technology fields in the coming years. They also warned that the new high-tech jobs generally will not pay nearly as well as the old ones.

IUD President Howard D. Samuel expressed labor's concern in his opening remarks:

"We see the period ahead as one which could cause unparalleled disruption to the labor force, a period when job opportunities do not come even close to meeting the needs of those who want full-time, useful work," he said.

Entire groups of workers in major industries are facing extinction of their jobs due to current technological changes, Samuel observed, particularly those in the middle range of skills.

There will evidently be a need for low-skill workers, doing simple, repetitive tasks, and there will be a growing need for scientists and engineers, he said. But the need for many trained mechanics, factory craftsmen, even skilled office workers, may well disappear, he added.

Competitive forces

Nobel Prize Winner Wassily Leontief of New York University's Institute for Economic Analysis said that with the spread of computerization and automation, "the same competitive forces that brought about a rise not only in the price of labor but also in labor's total share of the national income are likely to begin to operate in the opposite direction."

Leontief and others said the problem of technological unemployment is likely to be solved by an appropriate combination of labor-sharing and income policies.

Income policy, accompanying labor-sharing, would have to consist of supplementing normal wage earnings with income transfers lying outside of the operations of the competitive market mechanism, he said. The nation has been practicing such income policies for many years in the form of social security, unemployment insurance, Medicare, and other methods, he observed.

In a panel discussion on union responses to technology, President Charles H. Pillard of the Electrical Workers, President John J. Sweeney of the Service Employees and IUD Sec.-Treas. Elmer Chatak stressed the need for employment security in the face of high-tech.

Pillard said some IBEW locals have attempted to deal with the problem of job displacement as a result of technological change by negotiating a requirement that when workers are transferred to a lower paying job than the one they previously held they would continue to receive the same compensation they received before the change in their job grade.

Machinists Vice President George J. Poulin called for a trade union program to enable workers to get some controls on the technological invasion of their workplaces and lives. He cited the IAM's technology control program, which the union calls a Technology Bill of Rights.

The IAM program calls for a 30-hour workweek so that the limited work available due to the spread of technology may be shared. Also, since technology produces increased productivity and, in turn, increased profits, workers have a right to share in that wealth, he said.

Redistribution need

"Basically, we have to redistribute the work and the wealth which comes from the new technology," he said.

Other conference speakers included Sec.-Treas. Jacob Sheinkman of the Clothing & Textile Workers, Sen. Frank R. Lautenberg (D-N.J.), Rep. Mary Rose Oakar (D-Ohio), Rubber Workers President Milan Stone, Director Karen Nussbaum of SEIU District 925, President Rodney A. Bower of the Professional & Technical Engineers, President William H. Bywater of the Electronic Workers, Sec. Lynn R. Williams of the Steelworkers, and Sec.-Treas. William Lucy of the State, County & Municipal Employees.

Child care issues

President Joyce Miller of the Coalition of Labor Union Women chairs a meeting of 15 representatives of national organizations who are planning the visit of two top Swedish government officials to the United States next spring to discuss child care issues related to changing workforce patterns and family lifestyles. From left are Carol Becker of the U.S. Conference of Mayors, consultant Daniel Lazorchick, Miller, Claes Sweger and Marna Feldt of the Swedish Information Service and Nancy Reder of the League of Women Voters.

House approves extension of aid to long-term jobless

Continued from Page 1

A Republican substitute, based on an Administration proposal to reduce benefit weeks in return for an 18-month extension of the program, was rejected on a 278-141 vote.

The Senate had before it a so-called compromise shaped by its Finance Committee that would extend FSC an additional 18 months but would reduce the duration of benefits in most states below present levels. It is a "compromise" only in the sense that the cutback is not as severe as the Reagan Administration had proposed.

Amendments expected to be offered during Senate consideration of the bill would bring its benefit provisions more in line with the House bill. Debate on the measure was in progress when the AFL-CIO News went to press.

Disability bill

Also on the legislative priority list is a bill unanimously approved by the House Ways & Means Committee that would protect persons receiving social security disability benefits from being arbitarily dropped from the rolls.

It is aimed at preventing the type of cost-motivated purge that was undertaken early in the Reagan Administration that outraged the public.

The bill would write into law key elements of federal court rulings that the government must demonstrate an improvement in the disabling medical condition before removing a person from the benefit rolls.

It would also make permanent a temporary provision, which otherwise will expire when the fiscal year ends on Sept. 30, that requires the government to continue paying disability benefits while a beneficiary is appealing to an administrative law judge a disqualification from benefits.

In another area, the House approved an appropriations bill for the Labor Dept., the Dept. of Health & Human Services and some related agencies that provides funding above President Reagan's budget requests but falls short of the congressional budget ceiling. Some of the education programs contemplated in the budget resolution have not yet been authorized by Congress, so additional funds may be appropriated later.

Both the House appropriations bill and a companion measure cleared for Senate action were shaped in an effort to keep add-ons to the Administration budget request below the tilt level likely to bring about a presidential veto.

Meanwhile funds for the two departments and for other government agencies whose appropriations have not yet cleared Congress will come under a continuing resolution that Congress is expected to pass before the end of the fiscal year.

Farm Workers delegates adopt new boycott strategy

Fresno, Calif.—The Farm Workers' convention unanimously approved a new boycott strategy against anti-union employers to offset an enforcement slowdown by the California Agricultural Labor Relations Board.

Delegates immediately called for stepped-up boycott action against the state's largest lettuce grower—the Bruce Church Co., whose produce has been on the AFL-CIO's "don't buy" list for several years.

In a report to the convention, UFW President Cesar Chevez noted that the board currently has a backlog of nearly 1,000 cases while its funding has been cut back 27 percent by the Republican state administration.

Chavez said the UFW will use direct mail and telephone calls to gain support for its boycotts on a regional basis. He noted the boycott against the Bruce Church Co. lettuce would concentrate on mailings to potential buyers in New York City, Boston, Chicago and areas of Florida and California. The lettuce is marketed under the Red Coach and Friendly labels, and other brand names.

As part of the boycott effort, the union's strike fund has been renamed the "boycott and strike fund" to help finance the purchase of high-speed presses, laser printers and computers for the campaign.

Chavez charged that the ALRB's pace slackened with the January 1983 installation of Gov. George Deukmejian, and his appointment of David Sterling as the ALRB's general counsel. The delegates unanimously adopted a resolution censuring Sterling for "his betrayal and non-enforcement of the Agricultural Labor Relations Act."

Convention resolve

Convention resolutions stressed the UFW will "use any non-violent means necessary to end the abuses of labor contractors including lawsuits and legislation," to reaffirm its intention of gaining contracts with a number of "lawbreaking growers," and to initiate minimum wage lawsuits against growers "to recover wages robbed from workers."

Delegates voted to shift UFW conventions to even-numbered years to coincide with biennial political conferences, and approved the creation of five new divisions to deal with vegetables, citrus, grape and tree fruits, horticultural and field crops.

Delegates memorialized the deaths of four UFW workers—Nan Freeman, Nagi DafAllah, Juan De La Cruz and Rufino Contreras—killed on picket lines and organizing campaigns since 1972; expressed support for the Phelps Dodge copper strikers, and praised William Kircher, former organizing director of the AFL-CIO, for his service to the UFW's organizing efforts.

Mayor Henry Cisneros of San Antonio, Tex., joined with Chavez in announcing formation of the Chicano Lobby, a new Hispanic service organization which will survey Hispanic communities to identify political and social issues of concern to Mexican Americans.

Delegates cited the shared needs of Chicano and farmworker communities in voicing its support of the Chicano Lobby. The information gathered will be used by the Mexican-American Political Association in legislative campaigns.

PLEASE DON'T BUY
Bruce Church Inc. Iceberg Lettuce: Red Coach, Friendly, Green Valley Farms, Lucky.
UNFAIR

UTU convention sets up fund to boost organizing

Miami—Delegates to the United Transportation Union's convention approved an assessment of $1 per member per month for a special fund to expand organizing activities.

The union's constitution was also amended to expand eligibility for UTU membership to include a wider range of workers in transportation services and "other fields of employment, trades and industries whether public or private employees."

UTU President Fred Hardin told the 900 delegates representing some 230,000 members that the union has already organized workers on nine short rail lines and has organizing campaigns under way at six others. He said UTU will organize all crafts on the short lines to make sure that workers have a chance to exercise their right to belong to a union.

Hardin noted that the move will be a break with some traditions in railroad organizing, but he stressed that UTU's position is that workers are better off belonging to one standard railroad union than none at all.

Earlier in the convention, Hardin was re-elected to a new four-year term, as were Sec.-Treas. John H. Shepherd, and Assistant President Bob Bryant. Also re-elected were Assistant Sec.-Treas. D. W. Collins and Legislative Director James R. Snyder.

A total of 62 positions were filled by elections including members of the UTU executive board and boards of appeals.

10,000 to get raises under Nabisco pact

San Diego—The Bakery, Confectionery & Tobacco Workers approved a new contract with Nabisco Brands that will raise the hourly pay of some 10,000 members by $1.30 over a two-year period.

The new national agreement is the union's largest, and is the first full two-year agreement negotiated with the company since it was formed in the 1981 merger of Nabisco and Standard Brands.

Here are the highlights of the contract:

- Hourly pay will rise by 70 cents, effective Sept. 1, 1983, and by another 60 cents, effective Sept. 1, 1984.
- Workers will receive six weeks' vacation after 25 years of service instead of after 30 years under the old contract.
- The company will increase its contribution to the workers' pension fund by $1.20 a day in the first year of the pact and by an additional $1.60 per day effective Sept. 1, 1984. A new clause will also allow members to retire with full pension when their age and years of service with the company add up to 80.
- Effective Nov. 11, 1983, the company will increase its present contribution to the health benefits fund by $35.99 a month to maintain the fund and benefits. A year later, if it is necessary, the company will also increase its contribution rate.
- A new vision care plan funded by the company will go into effect on Mar. 1, 1985.
- The company's group life insurance plan will be improved starting on Jan. 1, 1984.
- Some upgrading of certain job classifications at the local level.
- The company and the union will meet to discuss a proposal for a union label on Nabisco Brands products.

Significant gains

BCT President John DeConcini said that the pact, which covers production and maintenance workers, "is nothing that we have to be apologetic about," and said it contained significant gains.

The union estimated the total wage and benefits package to be worth about $2 an hour.

The settlement applies to workers in St. Louis, Pittsburgh, Denver, Atlanta, Houston, Chicago and Philadelphia. Also in Fairlawn, N.J.; Richmond, Va.; Portland, Ore.; Buffalo, N.Y.; Oakland and Buena Park, Calif., and Niagara Falls, N.Y.

BCT Region 2 Vice President Pat D'Angelo led the union negotiating team.

President Robert F. Harbrant of the AFL-CIO Food & Beverage Trades Dept. keynotes the department's convention.

Food Trades explore new methods of reaching unorganized workers

Hollywood, Fla.—Organizing strategies keyed to the needs and interests of today's workers were stressed at the fourth convention of the AFL-CIO Food & Beverage Trades Dept.

New techniques for reaching younger, better educated workers to help them understand why a union is relevant to them topped the agenda of the department's two-day meeting. Delegates saw examples of innovative methods used by unions to communicate with both unorganized workers and their own members.

The convention took note of the growing power and size of conglomerates in the service industries and urged strategies to counteract union-busting tactics of these giant firms.

In a resolution which underscored the evolving nature of their industries, the delegates approved changing the name of the department to the Food & Allied Service Trades Dept. Final approval of the new name is subject to AFL-CIO approval.

FBTD President Robert F. Harbrant, in his speech to the convention, called organizing "the foundation of our future" for all unions.

Pointing to studies showing that many younger workers perceive unions as relics that were important in the past but not needed today, Harbrant said the department is committed to developing new research, communications and education programs aimed at reaching younger workers.

He stressed that "unorganized bank workers, clerical workers, fast-food workers, the new, so-called hi-tech and service economy workers—as well as those in our traditional industries who remain unorganized—need a viable and vigorous labor movement."

The expanding service sector of the economy is becoming "a harvest of profit for employers" who will exploit workers unless they are stopped, Harbrant declared.

The time is ripe, he said, to reach out to unorganized workers—among them women and minorities, including undocumented workers—and show them not only that unions can provide them badly needed protections on the job, but also that the labor movement is "still alive, still necessary," and still cares.

Critics challenged

"Those who say private sector service and technical workers are unorganizable are generally employers with a vested interest. They will be proven wrong, like those who predicted and promoted the notion that coal miners, steelworkers, food workers, janitors, maids, nurses and teachers could not be organized," he said.

AFL-CIO President Lane Kirkland, in his address to the delegates, praised the department's organizing programs that have "broken new ground in occupations and regions in which the union message has been notoriously hard to transmit."

Kirkland pointed to the department's research and strategy development programs that have helped to arm union organizers "with a better understanding of the needs and views of unorganized workers and/or corporate resources and strategies for keeping them unorganized."

Those innovations "have helped the entire labor movement," Kirkland said, as has the department's "tenacious fight" to force the Occupational Safety & Health Administration to establish effective health standards in the grain industry and in the service trades.

Kirkland stressed the importance of united effort among the labor movement to change the disastrous conditions brought on by the Reagan Administration.

The crucial need to elect leaders who share labor's concerns and convictions about the proper role of government in American life is the motivation behind the AFL-CIO's decision to unite in an early endorsement of a presidential candidate, Kirkland said.

The AFL-CIO has a responsibilty "to assure that the voices of American working people are heard in the great chorus of democracy throughout 1984, and we propose to fulfill that responsibility," Kirkland told the delegates.

In convention action, Harbrant and FBTD Sec.-Treas. Rhonda Allgaier were re-elected to new two-year terms by acclamation.

Delegates saw a variety of film and videotape presentations for use in organizing and membership education.

Polling expert Peter Hart presented a series of videotapes of teenagers and young workers, none of whom were union members, discussing their views of unions.

Nursing home goals

Former Health, Education & Welfare Sec. Arthur Flemming, also a former chairman of the U.S. Civil Rights Commission, urged the delegates to continue efforts to organize workers in the nursing home industry.

Both patients and workers would benefit by unionization of nursing homes since organization would improve employee morale and both working and patient care conditions, he told the delegates.

Resolutions adopted by the convention called for:

- Opposition to weakening and lack of enforcement of OSHA standards.
- Federal legislation to ban the use of polygraph testing as a condition of getting or keeping a job.
- Fair immigration legislation that includes sanctions for employers who knowingly hire illegal aliens, a comprehensive legalization program, a secure work identification system, and strict penalties for discrimination in hiring.
- Passage of the Equal Rights Amendment and support for the concept of pay equity.

Shanker presses full funding for public education goals

The American Federation of Teachers called on President Reagan to back up his professed commitment to quality education with full funding for programs that have proved their worth and support for new measures to raise teaching standards.

AFT President Albert Shanker, speaking at the National Press Club in Washington, welcomed what he sees as a growing consensus on the need to improve public education.

Increasingly, Shanker said, business leaders and governors are emerging as allies rather than adversaries of teachers and parents who seek more resources and higher standards for schools.

The AFT agrees with "almost everything" in the recent spate of reports on education needs, Shanker said, but is disappointed that the President's response seems to be limited to "speeches urging others to do something about it."

Shanker, whose speech was carried by National Public Radio and over cable television, outlined an AFT proposal intended to recruit America's "best and brightest" into teaching.

He said the union has urged the Administration to support a federal scholarship program that would finance the college education of high school graduates who score in the top 25 percent of a standardized national examination, such as the Scholastic Aptitude test, in return for a commitment of five years of classroom teaching after completion of college.

Shanker said the AFT considers high starting salaries another essential to raise the standard of teaching. Except in times of high unemployment, schools haven't been able to compete with private industry for the ablest college graduates, Shanker noted. And the expansion of occupational fields open to women has reduced the pool of talented applicants who had few other professional career opportunities.

To keep able teachers in the school systems, Shanker said, pay improvements need to be accompanied by other reforms.

As for the "merit pay" debate, Shanker suggested that it has become an overblown issue. Depending on how it is administered, he said, there have been situations where it has been found useful and some where it has been "a disaster."

Mountain states project aids jobless

Helena, Mont.—Laid-off workers in the Rocky Mountain region will benefit from a new job search program launched by eight state labor federations with the assistance of the AFL-CIO Human Resources Development Institute.

The Rocky Mountain Work Project, geared for an early October start up, is expected to help about 3,200 unemployed workers in the region find work and cope with the hardships of job loss. The one-year project is based at the Montana AFL-CIO headquarters here.

The program will be operated by the Rocky Mountain Labor School and its sponsoring AFL-CIO state labor federations of Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah and Wyoming.

The money for the project will come from an $818,600 grant from the Labor Dept. funded under the Job Training Partnership Act. This is the first regional program to get JTPA funding.

HRDI, the AFL-CIO's training and employment arm, will provide technical assistance and help the federations operate the program in their states.

Laid-off workers will be schooled on job search skills in classroom instruction. The job search segment is based on a model developed by the Montana AFL-CIO.

Brown lung concerns

Clothing & Textile Workers Executive Vice President Scott Hoyman, left, testifies at an Occupational Safety & Health Administration hearing against a proposed rollback of the federal cotton dust standard. He was accompanied by Alvah Mabe, a brown lung victim from ACTWU Local 1708 in Fieldcrest, Va., and Willie Jones of ACTWU Local 1391 in White Oak, N.C.

Tennessee delegates gear up for 1984 election campaigns

Nashville, Tenn.—Delegates to the 13th biennial convention of the Tennessee AFL-CIO geared up for Solidarity Day IV—the 1984 general elections—by pushing for statewide voter registration drives and promising Rep. Albert Gore, Jr. (D), their enthusiastic backing if he runs for the Senate.

The delegates endorsed Gore for the race to fill the Senate seat of retiring Sen. Howard H. Baker, Jr. (R), the Senate majority leader even though Gore has not yet announced his candidacy.

Gore's cumulative labor voting record is 81 percent right and his voting record for 1982 was 90 percent, according to the AFL-CIO's standards.

Rep. William H. Boner (D-Tenn.) was loudly applauded in his address to the convention when he urged support for Gore's nomination and election.

Boner said the 1984 election can regain both the presidency and a Democratic majority in the Senate.

The main thrust of the convention, President James G. Neeley stressed, was to get everyone "geared up for the 1984 elections, to strengthen our coalitions."

Effect of Reaganomics

Rep. Harold Ford (D-Tenn.), chairman of the House Ways & Means' Subcommittee on Public Assistance & Unemployment Compensation, told delegates about the severe impact Reaganomics has had on aid to dependent children, unemployment compensation, education and the poor.

President William H. Bywater of the Electronic, Technical & Salaried Workers, stressed the need for government job programs.

"Our country is actually rusting and falling apart—our bridges, our tunnels, our waterways," he said. "We have so much pollution in the U.S. right now that our chemicals are destroying the soil and water that we drink. And that, in itself, is a massive job of cleanup. Why shouldn't the government put people to work doing that kind of a job?"

Paperworkers President Wayne E. Glenn detailed the tasks facing labor in organizing, in getting jobs for members and in the '84 elections.

Teachers President Albert Shanker explained the efforts of the AFT to win legislative changes in the state's Education Professional Negotiations Act of 1978 and the extent of AFT's qualified support of Gov. Lamar Alexander's proposal for master teacher legislation.

The delegates endorsed "a change of course" of American economic policy, urging "massive federal jobs creation programs," a national job training and retraining effort, decent support for the unemployed, and establishment of policies on industrial growth and international trade.

Other convention resolutions urged formation of public employee councils and the extension of collective bargaining rights for public employees, establishment of retiree chapters in locals, passage of a state "right-to-know" law on toxic chemicals, and plant closing legislation.

The convention re-elected by acclamation President James Neeley, Sec.-Treas. Eddie Bryan, First Vice President H. T. Powell and Second Vice President Charles Dunning and 18 of the 19 vice presidents on the executive board. Frank Maples of the Operating Engineers is the newly elected vice president.

Risk to workers

Retreat on cotton dust challenged at hearing

By Arlee C. Green

Union witnesses, brown lung victims and scientists denounced a new push by the Occupational Safety & Health Administration to weaken worker protections of the 1978 cotton dust standard.

Pressing the Reagan Administration at OSHA hearings to forgo the proposed revision was a panel of experts that included a former OSHA director.

Margaret Seminario, associate director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security, charged that weakening the standard tops the Administration's "deregulatory agenda." Under President Reagan, OSHA has "made a deliberate choice to weaken protections, rather than implement the existing standard," she said.

Keying her testimony to the planned introduction of "action levels" to the standard and elimination of a wage retention provision, Seminario warned of dire effects from both. And the lack of enforcement of the current standard was underscored by data that "since 1981, the Reagan Administration has not initiated one cotton textile plant inspection on its own," while North Carolina's state-run program conducted 106 inspections in that period.

The planned revisions were described by Clothing & Textile Workers Executive Vice President Scott Hoyman as "unfortunate, unnecessary." He charged the changes "could substantially weaken the protections afforded" workers and demanded OSHA "cease its endless pandering to corporate management." Declaring members need these protections, he said, "OSHA must put aside this exercise in corporate apple-polishing, blow the dust off its enforcement manuals and once again become the defender of workers' health and safety on the job."

Alvah Mabe, past president of ACTWU Local 1708 at Fieldcrest Mills in Fieldcrest, Va., and a brown lung victim, testified that without a strong standard, things "will go back to 40 years ago with no checking and no clean air."

The standard's major provisions, limiting exposure levels, requiring air monitoring, engineering controls by 1984 and medical surveillance and training programs for workers, passed a legal challenge by the textile industry and Reagan's OSHA in 1981, when the Supreme Court upheld the regulation. The high court's only reservation was that OSHA had failed to adequately explain the necessity of the wage retention provision. The court later upheld a similar provision in the lead standard. Following that, however, OSHA began an extensive cost-effective review and issued the revisions in June 1983.

Rewarding employers

Establishment of "action levels" would reward employers meeting those levels—one half the current permissible exposure level—with elimination of training and dust monitoring requirements and lengthening of the interval of workers' medical examinations to two years, from one year.

The agency also proposes to exempt knitting and non-textile industries and to extend until 1986 the compliance period for engineering controls in the ring spinning, winding, twisting and spooling of high cotton content coarse yarn.

Dr. Morton Corn, a professor in the School of Hygiene & Public Health at Johns Hopkins University who headed OSHA during the Ford Administration, attacked the proposed action levels on the ground that "at every level of exposure there is a significant incidence of byssinosis," or brown lung—the main respiratory disease attributed to cotton dust exposure. He charged that while employers would be relieved of some costs by meeting these action levels, "the penalty for reducing these provisions (reduced frequency of medical surveillance and reduced air sampling) will be paid for by the employees."

Dr. E. Neil Schacter, associate professor of the Dept. of Internal Medicine at Yale University School of Medicine, reinforced the call for elimination of the proposed action levels, citing the absence of a safe threshold level and lack of identification of the active agent in cotton dust which causes byssinosis.

Fear of job loss

Schacter also charged that elimination of the wage retention provision "has the potential for undermining worker confidence in the medical surveillance system" as workers would be reluctant to report symptoms, fearing a loss of income or their jobs.

ACTWU Safety Director Eric Frumin, presenting the union's scientific evidence, called for expansion, rather than elimination, of the wage retention measure. Noting the 1978 rule's wage retention covers only those workers transferred to other jobs because of the inability to wear a respirator, he urged expanding it to cover all workers transferred because of health risks due to cotton dust exposure.

Objecting to the time extension for engineering control compliance in certain industry segments, Frumin cited an ACTWU study showing 81 percent of the workforce now work in plants meeting the standard.

labor studies

Nine labor studies institutes will be offered at the George Meany Center for Labor Studies during October and November. Here is the schedule:

Organizing Techniques II, Oct. 2-7—A course for experienced organizers emphasizing the uses of house calls, interviews and polling, training organizing committees, selecting and carrying out campaign strategies.

Arbitration: Preparation & Presentation, Oct. 2-7—An institute concentrating on the presentation of mock cases before professional arbitrators who share their knowledge with the participants. The exercises are video-taped for critiquing.

Advanced Leadership Skills, Oct. 9-14—A workshop to help union leaders sharpen their skills in public speaking, faster reading, clearer writing, parliamentary procedure and dealing with anger and stress.

Negotiating Techniques: Private Sector, Oct. 16-21—A class intended to familiarize union officers with the actual conduct of labor-management negotiations and sharpen the skills of union negotiators.

Labor Law, Nov. 6-11—A review of laws regulating labor unions, including internal union affairs, organizing, bargaining, duty of fair representation, equal opportunity and federal pension law.

Opinion Polling, Nov. 20-22—A two-day examination of opinion polling and its uses in organizing, preparation for bargaining, legislative efforts and election campaigns.

Pension Clinic, Nov. 20-23—A three-day seminar to enable research, headquarters and field staff members involved in pension negotiations to share information and experiences.

New Staff, Nov. 27-Dec. 9—A two-week program for those recently appointed or elected to full-time union positions emphasizing practical training on bargaining, organizing and servicing.

Five AFL-CIO affiliates will use the George Meany Center for their own staff training programs during October. They are the Teachers, Oct. 9-14; Railway & Airline Clerks, Oct. 23-28; Service Employees, Oct. 16-21; Carpenters, Oct. 23-28, and Graphic Communications, Oct. 30-Nov. 4.

The American Institute for Free Labor Development will bring a new class of Spanish-speaking trade union leaders from Latin American countries to the campus Oct. 9. They'll study here until Nov. 11.

More information on these and other labor studies is available from Fred K. Hoehler, Jr., executive director, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903 or call 301/431-6400.

Marcella Beatty dies, headed labor auxiliaries

Denver—Marcella S. Beatty, former executive director of the AFL-CIO National Auxiliaries, died of heart failure here on Sept. 24. She was 72.

Beatty began her career with the Machinists in Wichita, Kan., in the 1940s, serving as a full-time assistant shop steward and later as an IAM organizer. She joined the AFL-CIO in 1959 as a special representative and headed the National Auxiliaries from 1962 until her retirement in 1972. Activities of the branch were taken over by the Dept. of Organization & Field Services in 1976.

EDITORIALS

Keeping Faith

WHEN WE MET in convention two years ago, Ronald Reagan had been in office for 10 months. Claiming a mandate from the 1980 election, he advanced a program which we characterized as a radical and sweeping counter-revolution against the social progress of the last half-century.

The President was hugely successful in getting his program through Congress. Today, the disastrous practical effects of Reaganism are beyond debate.

The Administration's policies have produced a recession that has, in less than three years, cost this nation over $750 billion in gross national product—in unbuilt homes, in idled factories, in rotting public facilities, in wasted lives and blighted hopes.

Last year alone, more than 26 million Americans experienced the suffering of unemployment. There are now 18 million workers unemployed or underemployed, and less than 40 percent of them are receiving unemployment compensation benefits. According to the most optimistic Administration forecasts, it would take three more years before unemployment is brought down to where it was when President Reagan took office.

THE PRESIDENT'S massive tax cuts for the wealthy have not stimulated the investment boom he predicted but have instead created huge nonproductive deficits which, combined with tight money policies, keep real interest rates at unprecedented heights.

Rather than admit that his tax cuts were a mistake and seek new revenues, the President would prefer to live with $200 billion annual deficits, in violation of sacred conservative dogma, and even to jeopardize support for his military buildup.

These policies reveal the central priority of this Administration, to reduce the role of government by starving it.

We repeatedly offered constructive, detailed alternative proposals.

We offered budget proposals that would have reduced the deficit, met social needs and financed necessary defense expenditures. We advanced well thought out proposals for a new industrial policy to halt the erosion of the nation's industrial base.

Resistance to the Administration's policies has deepened throughout the nation. No longer is the President able to ram his proposals through a compliant Congress.

Our movement deserves much of the credit for this change in the political climate because it has been the leading, most coherent and most effective force arrayed against the Administration's unfair and regressive policies.

IN PLAYING this role, we have reached out to our allies among minorities, women, and other constituencies that share a stake in reversing our nation's political course.

At the same time, we have continued the process of strengthening and revitalizing our movement from within.

New technologies and demographic trends are producing dynamic changes in the composition of the workforce. They will have a profound effect on the trade union movement.

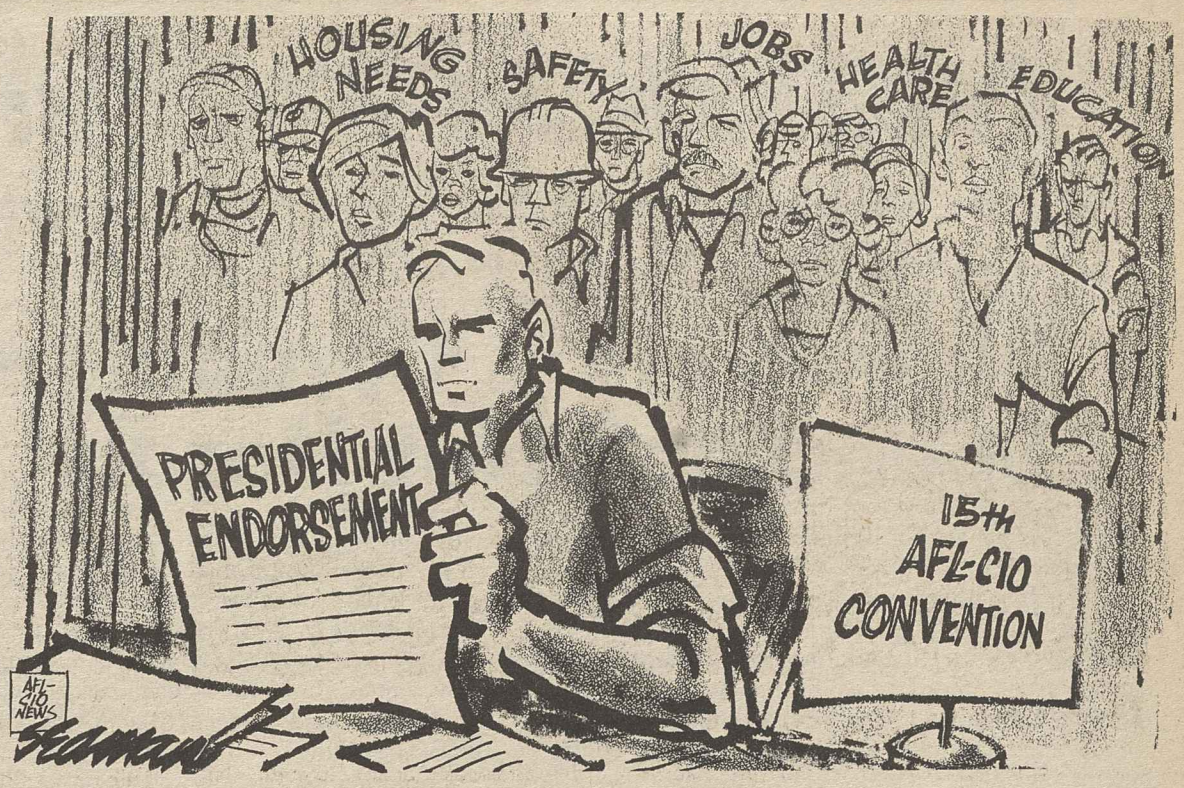
Just as our movement has adapted to profound economic changes in the past, we will keep pace with tomorrow's world of work.

As we gear up for the struggles ahead, we do not forget the struggles of our brothers and sisters for trade union rights and human rights throughout the world.

Since our last convention, the AFL-CIO has reaffiliated with the International Confederation of Free Trade Unions, taking our place among the other free labor movements of the world. We have worked closely with the ICFTU in advancing the cause of Solidarnosc in Poland and of the black trade union movement in South Africa. Our return to the ICFTU has also increased our effectiveness in the International Labor Organization and in the work of the Trade Union Advisory Committee to the OECD.

In all of our international work, we have upheld the principle of freedom of association as the standard by which we should judge other nations, whatever their social systems or ideological hues.

—From AFL-CIO President Lane Kirkland's portion of the Executive Council report to the convention.



Washington Window

Jobless workers describe tragedy of unemployment

By Press Associates, Inc.

Of the nearly 11 million Americans officially counted as unemployed, almost two out of three aren't receiving unemployment insurance benefits.

These workers have been twice victimized—first by the Reagan recession which left them jobless, and then by the drastic changes in the federal compensation program for the long-term unemployed enacted by Congress in 1981 as part of the Reagan budget cutbacks.

Bills which would undo some of the damage caused by the Reagan cutbacks are now moving through Congress.

In recent testimony at a House hearing, organized labor and other experts offered sound proposals to strengthen and reform the virtually gutted program of extended jobless benefits.

However, the real tragedy of the situation was told by the unemployed themselves. Large delegations from eight unemployed committees organized over the past year traveled to Washington from depressed industrial regions of Ohio, Pennsylvania and West Virginia. Here is a sample of what they told the legislators:

Evelyne Mills of the Cleveland Council of Unemployed Workers lost her job at the Warner & Swasey plant when the conglomerate that bought the company moved its operations to Japan.

Effects of joblessness

Mills said "the unemployed of Cleveland cannot find jobs, cannot support our families, cannot pay taxes, cannot buy cars, homes or clothes, cannot contribute our vast potential of skills and energy to our community.

"We had nothing to do with the decisions to close our plants or lay us off. Either we should have some control over those decisions or we should be protected against the devastating results.

"Congress has not yet approved help for the unemployed—no medical coverage, no moratorium on home foreclosures, no significant jobs program," said Mills.

Jack Baublitz of the Erie County, Pa., Unemployed Council is an unemployed social worker whose benefits ran out in June. He said, "People are losing their homes through no fault of their own. At this moment, people are standing in long lines for a small sack of food. In Erie, 100 distributors of food are feeding 30,000 people, bag by bag. Our council gets calls every day from people with basic needs and no place to turn.

Faces of despair

"Spend a day or two in front of your unemployment office. Talk to the people. Look at them. It tells in the eyes. There's a glazed, bewildered look. Ask what's next. Listen to the hopeless reply," Baublitz said.

William Schramm of the Ohio Valley Unemployment Committee was laid off last November from a coal mine in West Virginia.

"I'm 52 years old—too young to retire and too old so that nobody wants to hire you," Schramm said. "I took a resume to a company that wanted a shipping clerk. I have 20 years of experience as a shipping clerk, but they never called me in for an interview. Even the U.S. Post Office doesn't want to hire an older worker."

Robert Anderson of the Steel Valley Unemployed Center lost his job when his steel mill closed in September 1981. His benefits expired in June.

"One worker we have been trying to help find a job came in for some meat and milk," he testified. "He had been living on saltines for two weeks. In our area, we will pick up 5,000 more steelworkers next month when U.S. Steel shuts down two more plants.

"When Congress pays $22 billion to the farmers not to grow food that we desperately need, a block of cheese only makes us fighting mad. It is indignation hurled upon injury to need mortgage, medical and unemployment compensation when the government spends over $38 million per hour on military arms," Anderson stressed.

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Vol. 28, No. 39 SATURDAY, OCTOBER 1, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
American Federation of Labor and Congress of Industrial Organizations

Lane Kirkland, *President*
Thomas R. Donahue, *Secretary-Treasurer*

Executive Council

John H. Lyons, S. Frank Raftery, Glenn E. Watts, Angelo Fosco, Lloyd McBride, Wm. W. Winpisinger, Wayne E. Glenn, John J. Sweeney, James E. Hatfield, Vincent R. Sombrotto, Marvin J. Boede, Thomas W. Gleason, Murray H. Finley, Sol C. Chaikin, Charles H. Pillard, Kenneth T. Blaylock, William H. Wynn, Robert F. Goss, Douglas A. Fraser, Barbara Hutchinson, Gerald W. McEntee, Patrick J. Campbell, Frederick O'Neal, Albert Shanker, Edward T. Hanley, J. C. Turner, Alvin E. Heaps, John DeConcini, Joyce D. Miller, Frank Drozak, Richard I. Kilroy, William H. Bywater, Kenneth J. Brown

MEMO FROM COPE

And Don't Hang by Thumbs Waiting

Slowdown in Campaign Spending? Not Hardly!

If you're one of those who thought maybe campaign spending was a runaway horse in 1982, wait 'til 1984. If you were looking for a slowdown, don't hang by the thumbs waiting.

Already, in the first six months of the 1983-84 election cycle, non-party political committees (PACs) raised $52.4 million. This is during the *quiet* period. As elections approach, the pace and size of contributions pick up.

Based on the first six months, aggregate non-party PAC receipts—there are 3,545 PACs now; more will come along to participate in 1984 elections—could soar beyond the $350 million mark by the end of the 1983-84 cycle.

In the first six months of the cycle, four PACs went past $1 million in collections. The two leaders are right-wing committees, the National Conservative PAC, with $2.6 million, and National Congressional Club—ultra-conservative Sen. Jesse Helms' personal PAC—with $1.5 million. Close behind are the North Carolina Campaign Fund, formed to back Gov. James Hunt who is challenging Helms for the Senate seat, and the American Medical PAC, both with $1.3 million.

Corporate PACs seem well on the road to bumper money crops. Seldom does one corporate PAC crack the top 10 or 20 in total funding, but there are so many of them their cumulative receipts and contributions exceed any other PAC category.

As of the first six months, General Electric topped the corporate list with $178,000. Nine other corporate PACs exceeded $100,000. Ten PACs equal $1 million-plus. Another 36 were over $50.000.

In addition to the national American Medical PAC, 12 state doctors' PACs affiliated with it had gone over $50,000, some of them by a far piece. Texas doctors had $381,000, California $253,000, Florida $218,000, Pennsylvania $147,000. Including the national PAC, the 13 doctors' committees that have gone over $50,000 have collected an aggregate of more than $2.8 million.

There's been no slowdown among trade associations. In six months, the Realtors PAC amassed $611,000, more than any union PAC collected. The Milk Producers were at $448,000. The Underwriters and Auto Dealers each went past $300,000 and the Home Builders came close to it.

Despite their blow-out in 1982 elections, right-wing PACs appear to be hitting a record pace in raising money. In addition to NCPAC's $2.6 million and Helms' $1.5 million, the Republican Majority Fund had $954,000, Fund for a Conservative Majority $822,000, Citizens for the Republic $595,000, Committee for the Survival of a Free Congress $178,000.

The big funding success story is, of course, Republican committees.

Through their latest reports, the three main GOP campaign committees had pulled in $52.5 million. It broke down this way: GOP National Committee $23.8 million, Senate Campaign Committee $16.5 million, Congressional Campaign Committee $12.2 million (of the $58 million it expects for 1984 House races.)

Meanwhile, the Democratic National Committee was doing much better than in recent years in relation to its GOP counterpart. It attracted contributions of $14.5 million, more than half what the GOP National Committee collected. But there, any similarity in funding ends. The Democratic Senate Campaign Committee had received $1.9 million—running 8-1 behind the GOP—while the House Campaign Committee drew $2.5 million, roughly 5-1 behind.

Odds 'n Ends

REAGAN TESTS campaign themes in recent political speeches. Turns around famous line in debate with Carter—"Are you better off than you were four years ago?"—to claim that nation *is* better off than when he took office. Also says his programs have *not* been unfair to the needy. If that's true, why are there so many more of them? Too, he goes back to old anti-Washington, anti-big government theme that stood him in such good stead the first 16 years of his political career. If he doesn't like Washington and government so much, why doesn't he move out?

WHAT'S TOM LANDRY, coach of Dallas Cowboys, doing showing up on television in North Carolina? Talking football? No. He does TV commercials endorsing right-wing Sen. Jesse Helms (R) for re-election in 1984. "North Carolina has a proud reputation for producing champions, and one of the best is Jesse Helms," Landry says on film. "You can always count on Jesse to fight the tough ones, no matter what the odds." Advice to Landry: When it comes to political commercials, punt.

FOR NINTH, MAYBE TENTH time—let historians argue about it—Harold Stassen is running for President. The 76-year-old former Minnesota governor first got the bug in 1948. He announces he's entering next year's GOP primaries.

EVERYBODY'S DOING IT on the right wing. That is, they're pleading poverty as a new tactic in fund-raising. One after another, rightist fund-appeal letters cite disaster around the bend if the true believers don't cough up more and more. Latest is Young Americans for Freedom which is, in its own words, "facing perhaps the greatest crisis in its history" with "a very real possibility that its creditors could force YAF to close its doors." Group claims it's $300,000 in hock, pleads for "help in this emergency." Other ultra-conservative groups to go poor-mouth in recent months: National Right to Work (for less) Committee, Moral Majority, Committee for the Survival of a Free Congress. But in reality, the money's still there for them in great mounds (see story left).

REAGAN RE-ELECTION committee plans to open Washington offices soon after mid-October to be revved up and ready when and if President announces he'll seek second term, an announcement expected in November. Reagan approves—tacitly—opening of HQ, which most folks take to mean he's made decision to run.

INDEPENDENTS AREN'T, a study by six political scientists claims. In survey, those identifying themselves as independent were asked if they "lean" toward either major party. Seventy-four percent leaned one way or the other—actually, 39-35 for Democrats. Assigning these voters to the party they lean toward, the pollsters figured only 9 percent of the over-all electorate is *really* independent. They claim their findings shoot down polls over the last decade that show more independents all the time and more of them now than supporters of either party.

EVEN BIGGER LOSS of seats in U.S. House looms for northeast, midwest industrial states if Census Bureau projections for population distribution in 1990 are accurate. Bureau sees even vaster shift to Sun Belt and western states than occurred in 1970-80 decade. Now predicts total shift of 19 House seats compared to 16 after 1980 Census. Five of these are in New York. Big gainers, according to Census Bureau, will be Texas and Florida with four each. Others: California three, Arizona two, and one each for Arkansas, Colorado, Georgia, Oregon, Utah, Washington.

Good News....and Bad News

The pollsters assured presidential candidate Tom Dewey and his Republican Party it was in the bag back in 1948, and the pollsters were dead wrong. Dewey was ambushed by Harry Truman and the voters.

Pollsters will tell you theirs is a refined science now and the bad calls of 1948 couldn't be repeated. But don't bet your entire estate on it.

This is raised as a precaution, with the reminder that the further removed in time a poll is from an election, the more can come along to embarrass it.

A recent Lou Harris survey is a case in point. He sees the first indications of a "massive Democratic Party sweep in 1984. . . . just below the surface in American politics." This could topple President Reagan, if he runs for re-election, the survey says, and could see Democrats wrest control of the U.S. Senate from the GOP (see above).

The Harris figures show:

- A Democratic popular vote lead of 51-39 percent in 33 states that will elect senators next year. If Democrats hold this margin, Harris claims, they would be virtually certain to capture enough of the 19 GOP-held seats to overturn the present Republican 55-45 margin.
- In preference among voters for the U.S. House, Democrats hold a 53-37 edge; in state legislative races a 53-36 lead; in gubernatorial contests, a 47-39 bulge.

All very encouraging, but at this stage certainly nothing to coast in on—and for a lot of reasons. For one thing, polls don't vote, people do. And people's attitudes change. Events come along to change them.

For example, the Harris poll was taken for the period August 18-22. A week later, the Korean Air Lines tragedy occurred, a ripple effect of which was to strengthen ultra-conservative GOP senators viewed as vulnerable in 1984. The boost might be only temporary, but the Soviet shooting down of the plane illustrated how quickly an unforseen event can alter the balance between candidates.

Between now and November 1984, the political balance likely will have more ups and downs than a hyperactive yo-yo.

So, the good news is right now a poll shows progressive forces look like they'll score big in 1984. The bad news is, this far ahead of an election the poll doesn't mean a heckuva lot.

Whew! Close Call!

Californians were all set to go to the polls in a special election December 18 to vote on a Republican-drawn reapportionment plan. The state and national GOP were licking their chops. If voters okayed their plan, the state's political balance of power was expected to shift radically toward Republicans.

In hot water would be the Democrats' 25-14 margin in the state senate and 48-32 advantage in the assembly. Also under threat: the Democratic majority of 28-17 in the California U.S. House delegation.

The drafter of the new plan, California GOP Assemblyman Don Sebastiani, had drawn lines that dumped six incumbent Democratic House members—all with excellent AFL-CIO voting records—into three districts, guaranteeing the loss of at least three of them.

It all became moot when the California Supreme Court, in a 6-1 vote, blocked the election on grounds the state constitution allows only one reapportionment per decade, and California—like many other states—had already remapped on the heels of the 1980 U.S. Census.

'84 Is Coming Up
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AFL-CIO news

VOL. 28, NO. 40/41
SATURDAY
OCTOBER 15, 1983

Endorsement of Mondale begins new era for labor

AFL-CIO President Kirkland and Candidate Mondale respond to convention cheers.

Convention strengthens political role

By John M. Barry

Hollywood, Fla. — The AFL-CIO strengthened its role in the nation's political process as the federation's 15th convention endorsed the presidential candidacy of Walter Mondale.

The endorsement of Mondale for the 1984 Democratic presidential nomination was the first ever made by the AFL-CIO in advance of the party primaries, and it thrust the federation into a new era of political action.

AFL-CIO President Lane Kirkland, in his keynote address to the convention, told the delegates that as labor seeks to reverse the Reagan Administration's failed national policies, it cannot afford to "sit meekly on the sidelines while other elements of our society . . . less dedicated to the general good, define the choices of candidates and issues."

Mondale addressed the convention on its final day and personally thanked the delegates for labor's support.

Members' choice

The endorsement action followed the recommendation of the AFL-CIO General Board at a one-day meeting Oct. 1, two days before the convention opened, and reflected the extensive soundings of members' views taken by AFL-CIO affiliates.

Variations on the dominant political theme were heard throughout the convention as the 794 delegates mapped a course to overcome the devastation the Reagan Administration's policies have caused for America's workers and their families.

The AFL-CIO program was spelled out in 96 policy resolutions covering the broad range of organized labor's concerns, from the national economy to organizing, from civil rights to international affairs.

The convention re-elected Kirkland and Sec.-Treas. Thomas R. Donahue by acclamation as well as 32 vice presidents, and elected Auto Workers President Owen Bieber to fill the Executive Council seat left by the retirement of former UAW President Douglas Fraser.

Continued on Page 3

Closing ranks behind labor's ally

By David L. Perlman

Hollywood, Fla.—The AFL-CIO will support Walter F. Mondale's quest for the presidency "every step of the way," Federation President Lane Kirkland pledged in presenting labor's endorsed candidate to the AFL-CIO convention.

Kirkland told Mondale that the near-unanimous endorsement he had been voted by the convention delegates represented "a commitment to be at your side in every primary and every caucus in every state of the union."

The convention's endorsement departed from the AFL-CIO's practice of neutrality in past presidential primaries and enabled the federation and its state and local central bodies to start working actively on Mondale's behalf.

It also sent a strong message that unions, which had voluntarily agreed to an AFL-CIO Executive Council request to refrain from political endorsement during the search for a trade union consensus, will now be taking an active role in the presidential campaign.

The convention endorsement resolution noted that "many good friends of labor" are seeking the Democratic presidential nomination, but that Mondale is someone very special.

"He has been an ally of the trade union movement in the struggle to meet the needs of our people for jobs at decent wages," the convention said. It cited his battles "for better public education and medical care, for equal rights and civil rights, and for decent housing."

The convention acted on the recommendation of the AFL-CIO General Board, which held a special meeting on the eve of the convention in which representatives of state and local central bodies participated, along with the principal officers of affiliated unions and departments. National and international unions cast the votes of their membership in the rollcall vote, with

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The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

10/15/83

Auto Workers President Owen Bieber, right, is welcomed to AFL-CIO Executive Council by Lane Kirkland and Thomas R. Donahue.

Convention re-elects officers, UAW's Bieber joins council

Hollywood, Fla.—AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue were re-elected by acclamation to their third two-year terms at the federation's convention.

Delegates also re-elected 32 incumbent vice presidents, also by acclamation, and chose Auto Workers President Owen Bieber as the new vice president. Bieber fills the Executive Council seat vacated by Douglas A. Fraser, his predecessor as head of the UAW.

The 33 vice presidents and the two executive officers make up the Executive Council, which is the governing body of the AFL-CIO between conventions.

Re-elected vice presidents were John H. Lyons, Thomas W. Gleason, Frederick O'Neal, S. Frank Raftery, Murray H. Finley, Albert Shanker, Glenn E. Watts, Sol C. Chaikin, Edward T. Hanley, Angelo Fosco, Charles H. Pillard, J. C. Turner, Lloyd McBride, Kenneth T. Blaylock, Alvin E. Heaps, William W. Winpisinger, William H. Wynn, John DeConcini, Wayne E. Glenn, Robert F. Goss, Joyce D. Miller, John J. Sweeney, Frank Drozak, James E. Hatfield, Barbara Hutchinson, Richard I. Kilroy, Vincent R. Sombrotto, Gerald W. McEntee, William H. Bywater, Marvin J. Boede, Patrick J. Campbell and Kenneth J. Brown.

Kirkland, 61, succeeded George Meany as president of the AFL-CIO in 1979 after having served 10 years as the federation's secretary-treasurer. Earlier, he was Meany's executive assistant.

Kirkland earned his union card as a merchant marine officer in World War II, in the Masters, Mates & Pilots, which is now an affiliate of the Longshoremen. He was nominated for re-election by Longshoremen's President Thomas W. Gleason and the nomination was seconded by Alan Scott, executive vice president of the Masters, Mates & Pilots division.

Donahue, 55, was a vice president of the Service Employees before becoming executive assistant to Meany in 1973. He served as Assistant Secretary of Labor during the Johnson Administration.

Service Employees President John J. Sweeney nominated Donahue, and New York City Central Labor Council President Harry Van Arsdale, Jr., seconded the nomination.

In brief acceptance remarks, Kirkland thanked delegates for their "renewed confidence and for enabling me to keep my ticket on the bulkhead for another trip." Donahue pledged to "continue to do my best" in a period of "tough times" and "enormous challenges."

Bieber, who succeeded Fraser as UAW president last May, is 53 and began his rise in union ranks in 1949, when he was elected shop steward at the McInerney Spring & Wire Co. plant in Grand Rapids, Mich. He became president of his local four years later, and before his election as UAW president, he was director of the General Motors division.

Fraser, who led the UAW back into reaffiliation with the AFL-CIO in 1981, received a warm tribute from his colleagues on the Executive Council.

He provided "strong and clear leadership" to his union in a critical period and made "an immeasurable contribution to trade union solidarity," the council said.

Emil Mazey dies at 70, retired UAW official

Detroit — Emil Mazey, secretary-treasurer of the Auto Workers for 33 years, until his retirement in 1980, died of cancer Oct. 9. He was 70.

His career in the labor movement, which began in the early 1930s, was marked by his leadership and participation in many key organizing campaigns for the UAW including the Briggs Manufacturing Co. in Detroit and the Ford Motor Co. Rouge plant. He also had served as president of UAW Local 212 at the Briggs plant.

In 1953, Mazey led the UAW bargaining team that negotiated the first contract with the Kohler Co. He later negotiated a $4.5 million back pay and pension benefit settlement for Kohler workers that ended a 12-year dispute with the company in 1965.

Kirkland voices pride in 'special interests' of jobs, justice, people

Hollywood, Fla. — AFL-CIO President Lane Kirkland called for a mobilization of labor's resources to restore government as an instrument of progress and shunned a sideline role for the American trade union federation.

Kirkland's keynote to the AFL-CIO convention turned the phrase "special interest" against an Administration that has used it to discredit in advance labor's political commitment.

Labor's special interest is in "jobs and justice," Kirkland proclaimed. By contrast, he said, the attack on labor and its allies as "special interest groups" comes from an Administration that has demonstrated its subservience to the special concerns of big business and the banks.

Among labor's interests, Kirkland noted, are "quality education for all children, rich or poor."

Labor's interests include equal rights for women, economic security for the elderly, affordable housing, clean and safe cities, he said.

"We make no apologies for these special interests," Kirkland told the delegates. "We shall advance them with pride. They are the people's interests. They ought to be our national goals," he added.

Blighted cities

In the repair of "the rotting infrastructure and the starved public services" of America's communities, "what better time to attend to these inescapable needs and unavoidable costs than now, when millions are seeking work they cannot find?" he asked.

Kirkland spoke of the "blighted communities, ruined enterprises, shattered hopes and lost opportunities, strewn across the length and breadth of this land."

That's part of the debris left by less than three years of the Reagan Administration, he suggested. "This is the price of government by and for a narrow class, driven by an appetite for privilege and tax avoidance."

One of labor's goals, Kirkland said, is to end the perversion of federal labor law.

Under this Administration, Kirkland said, the National Labor Relations Board has set up business "in the red light district," operated by "proprietors and staff carefully screened and selected by the White House" to "cater to every vice and kink of the employer class."

Kirkland spoke with pride of the endorsement process that led to the General Board's recommendation that the AFL-CIO endorse Walter F. Mondale for the Democratic Party's presidential nomination.

It will be said that unions are trying to tell their members how to vote, Kirkland noted, but "there is no way on God's green earth that you can take a free citizen and instruct him how to vote, and we have no such illusion or desires."

Starts with members

The process followed by the trade union movement is "just the reverse," Kirkland noted. "Your members have told you, and you are telling this federation, who should receive the help of labor in getting his message fully before the people of this country."

The outcome, he said, was the selection of a candidate in the mold of Hubert Humphrey and Scoop Jackson, those staunch friends of labor "we miss so much."

Like them, he said, Mondale is "our man" but also "very much his own man, and we respect him for that."

The AFL-CIO broke new ground with its pre-convention presidential endorsement process "to play our full part in the common effort to build a more just, more tolerant and stronger nation, whose progress all will share," Kirkland said.

"We cannot do this if we sit meekly on the sidelines while other elements of our society . . . less dedicated to the general good, define the choices of candidates and issues," he stressed. "Nor can we do it as a house divided," he added.

Kirkland noted that there are many tugs on the political loyalties of union members, who come from different backgrounds with different associations.

But they share "concern for the well-being of their brothers and sisters, for their country, and we shall gladly take our chances on their votes, when they are fully informed, and we do propose to fulfill our duty to inform them," he told the convention.

In pursuing the people's interests, Kirkland said, "we shall seek alliance with others whose just claims have been scornfully dismissed as special interests—with minorities in search of opportunity and dignity, with women, with the elderly and with striving youth."

Full rights asked for public workers

Hollywood, Fla. — The trade union movement supports full political rights and collective bargaining for all public-sector workers, the AFL-CIO convention affirmed.

A special target of one convention resolution was the Hatch Act, which restricts political participation by federal and postal workers, along with an assortment of state and local counterpart laws. The effect is denial of first-class citizenship to millions of American workers, the convention said.

Another resolution called for extension of the National Labor Relations Act to state and local government employees.

Until that goal is achieved, the convention said, federal legislation should set minimum collective bargaining standards for state and local governments. Among the areas that should be covered, the resolution specified, are procedures for exclusive representation, dues checkoff, negotiations and a means of resolving impasses.

In other resolutions dealing with public workers, the convention:

- Called on Congress and the Administration to extend mandatory coverage of the Occupational Safety & Health Administration to federal, state and local employees so that they will have "the same safety and health protection guaranteed to other workers."
- Termed current regulation of state and local pension plans "inadequate" and called for federal legislation to set standards, including reporting, disclosure and fiduciary requirements.
- Protested the Reagan Administration's attempt to cut back retirement protections of federal and postal workers, and urged rejection by Congress.
- Expressed labor's strong opposition to bills introduced in the House and Senate that would abolish long-established collective bargaining procedures at the Government Printing Office and impose a lower wage structure for new employees.
- Supported legislation to compensate federal workers who are required to travel on official business after regular working hours.
- Reaffirmed the principle that work traditionally performed by public employees should continue to be performed by them. The resolution charged that shifting work to private profit-making firms with substandard conditions has been used to push down labor standards.
- Strongly protested the extra-heavy retirement payments that will be required of newly-hired postal and federal employees after Jan. 1, 1984—a 14 percent payroll deduction for both Social Security and the Civil Service Retirement System.

The resolution urged a 7-percent tax credit for such new hires for a two-year period, unless Congress enacts a supplemental pension plan before then. It also urged repeal and reimbursement of the 1.3-percent Medicare tax imposed on federal and postal workers last year in addition to their retirement system payments.

13 resolutions referred to council

Hollywood, Fla.—The 15th AFL-CIO convention referred 13 of the 249 resolutions submitted for its consideration to the Executive Council for further research and study before final disposition.

The convention adopted 96 resolutions, accepting amendments to several of them, and deemed 134 others to be covered by its actions. The delegates voted non-concurrence with five resolutions and found that no action was necessary on one since it reflected existing policy.

The 13 referred resolutions deal with a broad range of problems and issues facing AFL-CIO unions and their members. They cover such topics as consumer boycotts, genetic testing, charitable performances by actors, and congressional districting.

AFL-CIO convention opens new era

Endorsement strengthens federation's political role

Continued from Page 1

In another major action, the delegates approved a two-stage increase in the monthly per capita payment to the federation, raising it by two cents effective with the payment for July 1984 and by an additional two cents a year later, bringing the total to 31 cents in July 1985.

Mondale's appeal for a campaign "to rebuild America" echoed a major convention resolution on the need for a national industrial policy.

The resolution called for the creation of a tripartite board bringing together labor, management and government to work for the revitalization of sick industries and the development of promising new industries.

This and a companion resolution on the state of the national economy drew major attention at the convention. Delegates lined up at floor microphones to give voice to the need to create jobs and ease the plight of workers thrown into the jobless ranks by the Reagan Recession. And they spoke out with anger against the havoc wrought by the Administration's budget cuts on programs to aid the needy.

In its resolution on political action, the convention said the stakes in the next election are so high that labor must mount its "greatest registration and get-out-the-vote drive" in 1984.

The convention's key resolutions on international affairs reaffirmed the federation's position that the United States should key its relations with other countries to their human rights records. The central resolution on Labor, National Security and the World addressed problems in major trouble spots and pressed for support of free labor movements struggling to overcome repression in countries around the globe.

Other major policy resolutions focused on civil rights, educational needs, organizing, social welfare, urban needs, labor law reform, women's rights and other areas.

Detailed stories on the resolutions adopted by the convention appear throughout this issue of the AFL-CIO News.

The convention's emphasis on political and economic matters found expression also in addresses by Sen. Charles McC. Mathias (R-Md.), Rep. Geraldine A. Ferraro (D-N.Y.), Gov. Toney Anaya (D-N.M.) and the Rev. Benjamin Hooks, executive director of the NAACP.

International speakers

Speaking on international concerns were President Luis Alberto Monge of Costa Rica; John Vanderveken, general secretary of the International Confederation of Free Trade Unions; Jerzy Milewski, a representative in exile of Poland's Solidarnosc, and Yerucham Meshel, secretary-general of Histadrut, Israel's central labor federation.

In the course of the convention, the AFL-CIO presented its highest service award, the Murray-Green-Meany Award, posthumously to David Dubinsky, former president of the Ladies' Garment Workers and AFL-CIO vice president.

The convention also witnessed the presentation of the George Meany Human Rights Award to the International Rescue Committee for its 50 years of assistance to refugees from tyranny and persecution.

Union sanctions backed against Soviet shootdown

Hollywood, Fla. — The AFL-CIO convention declared that the shooting down of Korean Airlines Flight 007 by the Soviet Union was "properly condemned throughout the world as an act of barbaric mass murder" and stressed that "the only effective reprisals against the Soviets have been mounted by the international trade union movement."

A convention resolution commended the International Transport Workers Federation and the International Federation of Air Line Pilots Associations for taking action against Aeroflot, the Soviet air carrier, and other airlines carrying passengers to and from the Soviet Union.

In some countries, the resolution noted, these actions were taken by the labor movements before their own government acted, and "in some cases, against the wishes of their governments."

The reaction of the Reagan Administration, the resolution said, has been "true to form, the form displayed when martial law was imposed in Poland—big talk—small deeds."

There will be no cancellation of sales of grain, gas pipe-laying or oil-drilling equipment to the Soviets, no declaration of default on East-bloc debts, no halting of trade or credits, "in short, no impediment to business as usual," the resolution observed.

"The unions involved in this effort," the delegates declared, "have demonstrated once again that free trade unions remain on the frontlines of opposition to tyranny."

Cheering delegates welcome Mondale on the convention floor.

Mondale sets a basic goal— 'We must undo Reaganomics'

Hollywood, Fla.—Walter F. Mondale, labor's ally over a generation of legislative and political battles, is running for President on a program to get America back to work and return government to the side of the people.

He spelled out his goals in a speech that galvanized the AFL-CIO convention and brought delegates to their feet repeatedly with ovation's for labor's endorsed candidate.

"We must undo Reaganomics," Mondale said. It has created "two Americas, one at the very top, that thin veneer of the wealthiest who are doing better and better, and the other for the rest of America . . . doing less and less well."

Mondale pledged to "bring business and labor together to work for industrial renewal," and said "I will be right there at the table myself. I won't take a nap while our industrial base slides."

He promised to "use government," not blame it, declaring: "Government does not belong on your back, but it does belong on your side."

And he will strive for "fairness" for workers, he said. "When workers make concessions to keep firms afloat, it's wrong for corporations to use bankruptcy laws to bust unions, break contracts and duck liabilities," he declared. Delegates broke into his speech with a standing ovation at that point.

Mondale spoke of the need for jobs and economic growth and scoffed at the notion that the United States can't restore its economic foundations.

"This is the country that rebuilt Western Europe" after World War II, Mondale reminded the delegates. "This is the country that rebuilt Japan. And now is the time for us to rebuild the United States."

New trade policy

He called for a new trade policy and promised to "match other countries' export subsidies product-for-product and dollar-for-dollar." And he "will press our multinationals to keep those high quality jobs, our future, here at home."

Mondale urged investment in America's future, a capital budget to rebuild deteriorated highways, bridges and ports, and measures to assure "that this next generation of Americans is positively the best educated, the best trained and best equipped" in the nation's history.

Tax loopholes must be closed, Mondale urged, so that the wealthy "pay their fair share of taxes." And the nation needs a President who understands that the Constitution calls for government "to provide for the common defense and to promote the general welfare"—both and not one or the other, he said.

As President, Mondale told the delegates, "I'd enforce workers' rights and fight for adoption of the Labor Law Reform Act."

By the end of this decade, he said, "I want to walk into any store in America and pick up the best product, of the best price, turn it over and read, 'Made in the U.S.A.'"

He said he hopes that his "proudest achievement" will be to have "kept America strong and free" while using its strength "to reflect American values around the world and pull us back from the nuclear abyss."

Change of philosophy

A Mondale Administration, he promised, would be based on a "profoundly different" philosophy than the Reagan Administration has followed.

"I do not believe that America was meant to be a jungle where only the fittest or the richest prosper," he told the convention.

"I do not believe that America is just for people on the make. America was meant to be a civilization, a community, a family where we belong to each other, care for each other and depend on one another," Mondale said as he asked for labor's help "in this great national campaign to rebuild America."

Closing ranks behind labor's ally

Continued from Page 1

a two-thirds majority required for endorsement.

The General Board gave Mondale 90.7 percent of the nearly 14.3 million votes represented at the meeting.

On the rollcall, 12,957,738 votes were cast for Mondale. There were 470,367 or 3.3 percent of the votes for Sen. John Glenn, the only other candidate for the Democratic presidential nomination to receive votes. Unions with 527,989 votes expressed opposition to any endorsement, and unions with 330,701 votes abstained.

During the discussion, which continued until every delegate seeking recognition had a chance to speak, unions reported on the steps they had taken to seek out the views of their members on a presidential endorsement.

One of the most extensive samplings was reported by Service Employees President John J. Sweeney in explaining why his union's executive board voted unanimously to recommend a Mondale endorsement.

"We conducted a national survey in our paper of all 700,000 of our members in the United States," he said. "We mailed ballots to nearly 100,000 members. We did a confidential national phone poll by an outside firm. We held COPE meetings . . . and we took straw votes at regional meetings."

Vote splits

Both the Postal Workers and the Letter Carriers split their votes on the basis of membership polls, as did the smaller Firemen & Oilers. The Paperworkers cast the largest single bloc of votes for Sen. Glenn. But the union's president, AFL-CIO Vice President Wayne E. Glenn, said the Paperworkers will actively support the candidate "decided by democracy in action." The important thing, he told the delegates, is to prevent the re-election of President Reagan.

Steelworkers Sec. Lynn R. Williams, who cast his union's votes for Mondale, also stressed the importance of reversing the Reagan course.

"Our members are faced with devastation in city after city, town after town," he said. "Leaders have an obligation to lead" and "we can stop the deindustrialization of America."

At the convention session that acted on the endorsement resolution, only a handful of delegates dissented on the standing vote for passage. Speeches from the floor made clear that Mondale would have enthusiastic support from a united labor movement.

One of Glenn's staunchest allies in labor's ranks, Cleveland AFL-CIO President Martin J. Hughes, told the convention that Mondale was the clear choice of the labor movement, and labor will be stronger "because we have gone through the process" of achieving a consensus on the endorsement.

Mondale's nickname is Fritz and the chant of "We want Fritz" rocked the convention hall. It was a prelude to the tremendous ovation Mondale was to receive the next day when he arrived in the convention hall amidst a swirl of banners and placards and repeated choruses of labor's anthem, Solidarity Forever.

A working session of the convention's Resolutions Committee, chaired by AFL-CIO Vice President John H. Lyons.

Major shift in economic policies called essential to spur recovery

Hollywood, Fla. — The direction of America's economic policy must be reversed and fundamental problems addressed or the current recovery will be shortlived, the AFL-CIO warned in a resolution spelling out labor's program for healthy, balanced national growth.

Working people have been devastated by the Reagan Recession of the past two years, the convention observed in a resolution on the national economy. The number of jobs has declined by nearly 2 million, unemployment has risen to record postwar levels, and whole industries, communities and regions have been harmed and weakened.

Unfortunately, the glimmering of a slow, uneven and fragile economic recovery fails to help hard-pressed workers and recession-wracked industries, the federation said.

"Nothing less than a major shift in fiscal and monetary policies will stimulate needed growth and economic renewal, combined with a program for major relief and reindustrialization," it said.

The resolution pointed out that Reaganomics has given America the worst economic slump since the Great Depression of the 1930s, with joblessness running in the millions and the jobless rate at 9.5 percent in August.

"New economic policies are needed to reverse the cruel and insensitive direction of Reaganomics and to lay a foundation for social and economic progress," the resolution stressed. "The basic principles behind the economic policies supported by the AFL-CIO are simple: We believe full employment is the key to a healthy economy and a healthy society, and economic progress and social justice go together."

Labor's program contains these main features:

- A renewed commitment to full employment as called for in the 1978 Humphrey-Hawkins Full Employment & Balanced Growth Act. Jobs must be created in the private sector and in the public sector for the millions who cannot find jobs.
- Hours of work need to be reduced to provide more job opportunities. The standard 40-hour workweek of the 1930s should be brought in line with the historic downward trend in hours of work.
- Direct, targeted and adequately funded public job programs are required on a large scale when—as now—the private sector fails to create enough jobs.
- Private and public sector training needs to be broadened and expanded to include both jobless workers and those now on the job. Training allowances and income support should be available for workers in training programs. At the same time, the federation expressed its opposition to wage subsidies to private employers—whether done directly through public grants or through the back door of tax credits.
- Legislation to protect workers and local communities against serious injury from plant closings is sorely needed. Such legislation should require advance notice, protect workers' health and pension rights, provide training for dislocated workers, assure union successorship, and provide other protections and assistance for workers and communities hit by plant closings.
- Basic social programs that help people who are unemployed, aged, disabled or helpless are fundamental to economic progress as well as to social justice and must be maintained and improved. These include food stamps, jobless insurance benefits, child nutrition, Medicare and Medicaid, housing, and aid to mothers with dependent children. To finance these programs and help reduce the deficit, Congress should close the tax loopholes that now benefit particularly wealthy individuals and corporations, and reinstate "ability to pay" as the fundamental taxation concept.
- A reduction of interest rates must be achieved through selective credit controls. Inflation should be fought by concentrating on the main areas of price pressures such as food, housing, and health care, and restrictions should be placed on export of commodities in short supply.
- A wide range of specific actions is needed to meet the nation's international trade and investment concerns.

"To maintain economic and national security and to meet international challenges, America needs its basic industries as well as new high technology industries," the resolution emphasized.

In urging steps to reduce the tremendously high budget deficits, the AFL-CIO said that while it continues to support a strong national defense as a necessary precondition to the survival of democratic institutions, that support does not mean a blank check for the Pentagon.

Reduced defense spending

The federation "is convinced that the nation can meet its national security needs without the 9-to-10-percent real increase in the defense budget requested by the Reagan Administration," the resolution said. It called for limiting the increase in expenditures for defense purposes to 5 to 7 percent.

Speaking in support of the resolution, Ironworkers President John H. Lyons condemned Reaganomics for producing "outrageously high unemployment . . . unfair tax cuts . . . tight-money policies . . . reduced protection for the jobless . . . plant closings in every state in the country and . . . an overall slowing of economic growth."

Steelworkers Sec. Lynn Williams said that lack of an effective, decent, progressive national economic policy has hurt USWA members and other workers in every part of the nation.

"What the interest rates have done is shut down consumption in the country," he said.

Service economy

Machinists Vice President Stanley Jensen warned that shutting down America's "smokestack" industries would leave the nation with nothing but a service economy.

President Gerald McEntee of the State, County & Municipal Workers said that the American labor movement must be on the cutting edge of a new day and a new economic policy, "one to close the Reagan tax loopholes passed in 1981, the economic program that gave to the rich and the corporate rich in this country some $500 billion."

Communications Workers President Glenn Watts warned that "it's time for the United States to formulate a national industrial policy and abandon the irrational attachment to policies that threaten to bring about the wholesale condemnation of entire industries and regions."

Packing of Labor Board called anti-union ploy

Hollywood, Fla.—The AFL-CIO called for future appointees to the National Labor Relations Board to have a "demonstrated commitment" to the nation's labor law to offset the anti-union partisan bias of recent Reagan Administration appointments.

"Recent appointments to the board have represented a major departure from the prior approach of objectivity in appointments, and have become instead blatantly political assignments for the purpose of using the board as an instrument of anti-union employers and employer groups," a convention resolution observed.

"These new appointments constitute a perversion of both the board's role and the appointment process in order to effectuate the anti-union philosophy of these employers."

Unions asked to widen local aid programs

Hollywood, Fla.—Services to the unemployed will remain the focal point of AFL-CIO community services because of the current economic situation and the likelihood that joblessness will remain high in the near future.

A convention resolution urged all AFL-CIO affiliates to work closely with the federation's Dept. of Community Services and to expand their own local services.

The resolution stressed the need for volunteers among union members for local programs to assist the unemployed, pointing out that central labor councils or the national Community Services staff can help refer local unions to full-time labor liaison representatives who can help set up programs.

Few American families have not been touched by job loss today, the Executive Council report said. Budget cuts have hurt health care, job training and social welfare programs just at the time they were needed most, the report pointed out, adding that many American families need help coping with unemployment.

The Dept. of Community Services has stepped up its assistance programs, the report said. The department conducted a national conference on aid to the unemployed in January and has expanded the activities of its network of local labor liaison staff in 196 cities, the council noted.

Strong effort pledged to wipe out labor camps

Hollywood, Fla.—The existence of "labor camps" that exploit workers was condemned by a convention resolution that likened the camps to the "crimp house system used at the turn of the century to exploit seamen."

The convention urged legislation to prevent the establishment of such camps and pledged to use the federation's staff and resources to help stamp out existing camps.

The resolution noted recent disclosures of labor camps in Louisiana and Texas and charged that major employers, including Shell Oil, Mobil Oil, Texaco, Kerr-McGee and others, "are using these labor camps as hiring halls for labor under intolerable conditions bordering on slavery."

Reversal of 'tax giveaways' urged to restore revenues

Hollywood, Fla.—The AFL-CIO reaffirmed its support for a tax system that is firmly based on the principle of ability to pay and adequately structured to produce the revenue required to deal with the economic, social and defense needs of the nation.

"This requires a continuation of efforts to overturn the unfair provisions that the Reagan Administration has made part of the nation's tax code, rejection of attempts to substitute tax giveaways for effective programs to create jobs and essential investments, and closing of a wide range of tax loopholes," a convention resolution pointed out.

Other highlights of the resolution:

- Simplification of the tax code and the annual filing chore is also important. The tax structure should be made simpler, fairer and more productive through reforms in unfair and inequitable deductions and exclusions.
- The corporate income tax must be restored as a source of revenue, equity and economic balance. As a result of the tax giveaways favoring corporations that have been put into place since 1980, the corporate share of total federal budget receipts will drop from 12.5 percent in 1980 to less than 8 percent in 1984.

"The Reagan Administration has engineered a radical and irresponsible restructuring of the tax system, severely damaging its effectiveness as a revenue source, an economic balance wheel, and a means to a more equitable society," the resolution observed.

Recent efforts to reverse the unfair and irresponsible tax giveaways pushed through by the Administration must move forward, the AFL-CIO declared. It said that measures such as value-added taxes and flat-tax schemes must be rejected, and a comprehensive program enacted to attack the array of unfair and costly credits, deductions and exclusions which heaped the tax burden onto low- and moderate-income Americans and sharply cut the share paid by the wealthy and the corporations.

Evenhandedness sought

"A program to end the tax giveaways would restore an element of evenhandedness to the tax system and recapture revenues urgently needed to narrow the Reagan deficits, prevent a resurgence of interest rates and permit a sustained, balanced economic recovery," the resolution pointed out.

In a separate measure, the convention called on Congress to enact legislation introduced in the House by Rep. Fortney H. Stark (D-Calif.) and in the Senate by Sen. Robert Packwood (R-Ore.) to codify into law travel and transportation deductions for construction workers.

Massive voter drive set for high-stakes election

Hollywood, Fla.—The stakes in the next election are so high that 1984 must be "the year of labor's greatest registration and get-out-the-vote effort," the convention urged.

It termed effective political action essential to secure the programs needed to end unemployment, rebuild the nation's industrial base and accomplish the goals for America that the labor movement has laid out.

The election outcome will determine "what set of ideas will shape the course of the nation" as well as the individuals who will carry them out, a convention resolution stressed.

It termed minority registration drives "an essential factor" in the election campaign and urged support for "broadly based non-partisan voter registration drives aimed at minorities and women, such as those sponsored by Operation Big Vote and the Women's Roundtable voter registration project."

The resolution cited the high registration of blacks—in ratios greater than other groups in the population—in a half-dozen key states in the 1982 elections as evidence of the potential.

Mapping effectiveness

Other sections of the adopted resolution recommended:

- Expanded participation in on-the-job political checkoffs, which have increasingly been authorized in bargaining agreements. Without adequate funds, labor-supported candidates "would have little chance against big business and right-wing political action committees," the resolution pointed out.
- Continued efforts to equip the labor movement with the most advanced political technology, expanding the potential of direct mail, polling, targeting and computer-based planning.
- A greater emphasis on "organizing for political action" through locating and training "new cadres of activists" within the trade union movement.
- Making available candidate training for endorsed candidates so as to acquaint them with labor's political agenda while providing technical campaign advice.
- Encouragement of potential candidates "with a solid labor record" to enter marginal races, with early support from the trade union movement both in the primary and general elections.

These actions should be taken, the convention urged, because "the labor movement has a responsibility to protect and advance the rights of members in the political arena as well as at the bargaining table."

Speaking on the resolution, Vice President William H. Wynn stressed the need for labor to mount its most ambitious fund-raising ever "if we are to remain a force in the battle."

Checkoff need

Wynn, president of the Food & Commercial Workers, said the voluntary political checkoff is the only way to cut the 4-1 edge in fund-raising that labor foes have over union political action committees.

Two state federation delegates, Marlene Avey of Alaska and Milan Marsh of Ohio, stressed the importance of new technologies in making labor's political efforts more effective and urged the recruitment of candidates that labor can enthusiastically and effectively support.

Ferraro sees Reagan policy solidifying labor's alliance

Hollywood, Fla. — The Reagan Administration has earned the disapproval rating it gets from women, and they will be among the most active elements of a labor-Democratic coalition for the 1984 presidential election, Rep. Geraldine A. Ferraro (D-N.Y.) predicted.

"The women of America have had enough of Ronald Reagan," she said. As an actor, "he never got the girl in the movies and he won't get the women now."

Ferraro, who grew up in a union home with a mother who worked over 25 years as a garment worker "so her children could have opportunities she never did," stressed the urgency of "reforging a great American political alliance" between labor and the Democratic Party that had its genesis in the New Deal policies of Franklin D. Roosevelt.

From the viewpoint of the country, she charged, President Reagan's policies "are a disaster."

His Administration came in "with big promises about jobs" and when unemployment soared, Reagan asked people to "just wait a while." So Americans have been waiting on "unemployment lines stretching around city blocks," Ferraro said. "America waited on cheese lines, as hunger reemerged . . . on job lines, as thousands stood in the chill morning air whenever a few dozen job openings were announced."

The groups the Administration dismisses as "special interests" add up to "a cross-section of America," she suggested. And "their special interest is a healthy America, a fair America, a strong America."

Ferraro spoke of the jobs bill to put 500,000 people to work that passed the House last month with Democratic votes, and the reality that it won't become law because "Reagan and the Republican Senate will stop it."

Ferraro, who sits on the important House Budget Committee, predicted that an effective jobs bill will become law only when Ronald Reagan is defeated for reelection and the Senate is taken away from Republican control.

Administration policies are confusing, aimed primarily at benefiting the wealthy at the expense of the poor, Ferraro charged.

"Ronald Reagan thinks that you help poor people by taking away their food, that you cut unemployment by eliminating the Comprehensive Employment & Training Act, that you reduce the deficit by cutting taxes for the rich.

Not in jest

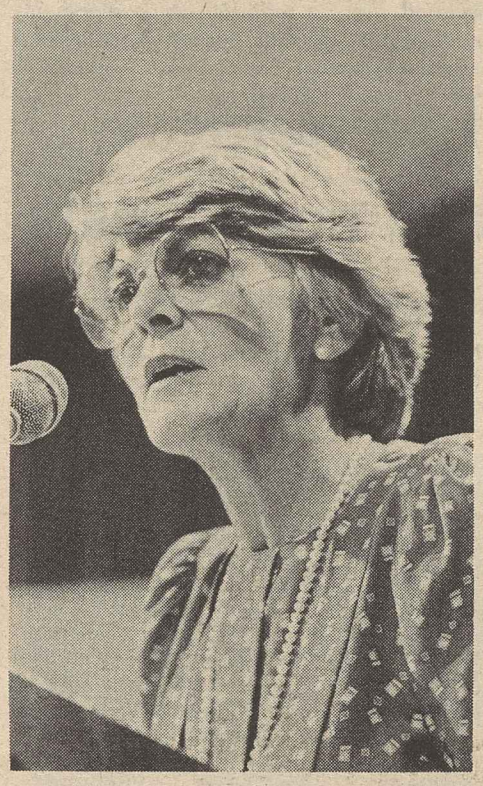
"Ronald Reagan is wrong. What he says is nonsense—dangerous nonsense. His policies are a disaster, and we have to stop him," she said.

When Reagan took office in January 1981, unemployment was 7.5 percent, she recalled. The Republicans quickly shut down the economy to cut inflation, and workers lost jobs by the millions. Official unemployment in August remained high at 9.5 percent but "true" unemployment according to AFL-CIO calculations was 13.6 percent.

More than a third of black America lives in poverty, Ferraro pointed out. The black unemployment rate is around 20 percent, twice the white jobless rate, and for black teenagers it is close to 50 percent. The Administration's policy is "mostly nothing" she observed, "except for its plan to lower the minimum wage so black kids can get their parents' jobs."

Both labor and the Democratic Party face "tough long-term challenges," she said, in terms of rebuilding the economy and meeting the nation's needs.

"We can meet this challenge if we stick to the principles and values that have always guided us," she urged. "If we don't do it, nobody else will."



Rep. Geraldine Ferraro

Legislation asked to ban polygraph test for jobs

Hollywood, Fla.—Legislation to ban polygraph tests of workers as a condition of initial employment, continued employment or promotion was urged by the AFL-CIO.

Federation convention delegates called the use of so-called lie detectors to screen workers for potential jobs or promotions an "increasing problem" and decried it as "an affront to worker dignity."

The resolution adopted by the convention charged that so-called lie detector tests "fundamentally violate basic constitutional rights" of workers, affront their dignity and have been proven unreliable.

The tests "are monumental invasions of worker privacy," as workers are quizzed about their sex lives, feelings about parents, spouses and children; their religious and political beliefs and their union activities," the resolution said.

Delegates okay per capita rise in two stages

Convention delegates approved a two-stage increase in AFL-CIO per capita payments to offset the effects of the Reagan Recession on the federation's income.

The increases in the current monthly per capita of 27 cents will be 2 cents effective with the July 1984 payment and 2 cents effective one year later, bringing the monthly payment to 31 cents.

In recommending the increase, the Committee on Constitution cited expanded federation activities in political action, public affairs, international relations, grass roots lobbying, internal communications and other areas.

Income loss

A supplemental report of the Executive Council pointed out that if the AFL-CIO is to carry out its responsibilities in these areas, "we will have to do even more than we did last year." And this must be done "against a background of a loss of over a million AFL-CIO union members in the past two years, with an accompanying loss in annual income of more than $4 million per year. . . ."

In approving the report of the Committee on Constitution, the convention also adopted a series of technical changes in the Constitution. These changes set the per capita for directly affiliated local unions at $5 a month, put the federation's bookkeeping on a calendar year basis, require financial statements to be published annually rather than quarterly and audits to be conducted annually rather than semi-annually, qualify the secretary-treasurer for vested pension protection and survivors' benefits should he become disabled or die before age 65, and approve the change in name of the Food & Beverage Trades Dept. to the Food & Allied Service Trades Dept.

Homework ban sought to uphold wage-hour laws

Hollywood, Fla. — The trade union movement considers industrial homework a relic of the sweatshop era and doesn't want to see it revived for either home knitting of garments or the farming out of computer work.

A convention resolution backed the position of the Ladies' Garment Workers in seeking court action to compel the Labor Dept. to restore its ban on industrial homework in the knitted outerwear industry.

There is no effective enforcement of wage-hour laws, child labor regulations or occupational safety and health standards for work performed at home, the AFL-CIO noted.

A separate resolution took note of a growing trend, especially in the insurance and financial industries, to have employees with computer terminals work at home instead of at the office.

The potential for abuse is high, the the resolution warned, and the piecework nature of computer work increases the risk of employee exploitation.

"It is a short step from evaluating workers by output to paying them by output," the resolution suggested, and home workers will in most cases be ineligible for health and pension benefits.

The resolution called on the Labor Dept. to impose a ban on most computer homework "as a measure of protection for those workers entering the market for the fastest-growing occupation."

But the Resolutions Committee stressed in its report the ban should not apply to "handicapped persons who cannot leave home for the place of employment."

Hobbs Act drive scored as tactic to weaken unions

Hollywood, Fla.—Anti-labor groups are trying to amend the Hobbs Act so that a law intended to deal with racketeering would be turned into a weapon against unions, the convention warned.

It reiterated the AFL-CIO's strong opposition to the attempt to get Congress to nullify a Supreme Court decision holding that incidents of violence or threats occurring in the course of a legitimate labor dispute do not fit the federal crime of "extortion" as defined by the Hobbs Act. The law wasn't intended to "put the federal government in the business of policing the orderly conduct of strikes," the Supreme Court ruled.

The AFL-CIO resolution noted that misconduct in labor disputes is already punishable under a variety of laws and there is no cause for making picket-line scuffles into federal felony offenses.

While the AFL-CIO does not condone violence, the convention said, the issue here is an attempt to chill "the legitimate right of union members to strike and picket."

Fight pushed on balanced budget plank

Hollywood, Fla. — The Constitution would be sullied and the nation's economy endangered by the balanced budget amendment sought by ultra-conservative groups, the AFL-CIO warned.

It reiterated labor's strong opposition to the amendment itself and to the process of compelling a constitutional convention through petition of two-thirds of the states. The resolution expressed concern at the risk of such a convention "opening up the entire U.S. Constitution to any issue no matter how extreme."

A mandatory balanced budget would prevent timely action by government on economic problems, it warned. The result would be that "mild recessions could develop into deep recessions" and the nation would be doomed to repeat the mistaken "boom and bust policies" of an earlier era.

The convention mandated continuation of the fight in the states and in Congress against "efforts to undermine the U.S. economy through a balanced budget amendment."

Trouble in the skies

Government failure to intervene in the troubled airline industry and correct the damage that deregulation has caused could result in chaos to the carriers, airline workers and the traveling public, Air Line Pilots President Henry A. Duffy told a press conference in Hollywood, Fla. He reported on developments in the Continental Airlines strike and negotiations with Eastern Airlines.

Efforts pledged to achieve health care goals, curb costs

Hollywood, Fla.—The labor movement will strive "through legislation, collective bargaining and community action" to improve health services and control health care costs, the convention declared in a resolution.

Enactment of universal, comprehensive national health insurance remains the AFL-CIO's goal and offers "the only way to assure all Americans access to quality health care they can afford," the resolution stressed. But until that can be achieved, the convention pledged that labor will work to improve and reform the existing system of delivering health care.

Opposing cutbacks

The convention affirmed the AFL-CIO's opposition to further cutbacks in Medicare and Medicaid health care services and to any effort to inject a means test into the Medicare program. It opposed also the Administration's effort to put an arbitrary ceiling on tax-free employer contributions to health insurance plans for their workers.

The convention called for adequate funding for home health care services and fair wages for those providing them. It urged cooperation with consumer organizations to shape regulations that would assure quality care for nursing home residents.

The convention endorsed health cost-containment legislation introduced by Sen. Edward M. Kennedy (D-Mass.) and Rep. James M. Shannon (D-Mass.), "which would provide across-the-board health care cost control while protecting wages, benefits and other contractual rights of health care employees."

Cost containment legislation should make special allowance for public hospitals which have traditionally been "providers of last resort" for the poor and the elderly, the resolution said.

The convention affirmed the AFL-CIO's support for health insurance protection for unemployed workers and their families. A labor-supported bill has passed the House and is awaiting action by the Senate.

Affiliated unions were urged to bargain for reductions in health insurance premiums and seek to incorporate into programs such cost savers as mandatory second opinions on surgery, precertification for non-emergency hospital admissions, incentives for outpatient care, home health services and hospice care.

In other related resolutions, the convention:

- Opposed deregulation of nursing homes and urged full funding of long-term care under health programs.
- Urged inclusion of non-supervisory health professionals on all state licensing boards.
- Expressed concern at the threatened domination of the health care field by profit-making corporations and conglomerates. The resolution urged federal and state legislation to set performance standards for health care facilities and assure decent wages and working conditions for their employees.

New employer tactic

Misuse of bankruptcy tied to union-busting

Hollywood, Fla.—Misuse of the bankruptcy laws to destroy workers' wages and working conditions was condemned by the AFL-CIO convention as "one of the most pernicious" of union-busting weapons recently added to the employers' arsenal.

Keying on the corporate decision of Continental Airlines to file for the Chapter 11 bankruptcy shelter, the convention pledged to support those unions that are "fighting back against the anti-union employers who use this tactic to nullify the hard-won, worker protection guarantees stated in their collective bargaining contracts."

The convention resolution charged bankruptcy "does not and should not free a corporation of its obligations to abide by the law of the land. . . . Freeing financially troubled corporations from the basic social responsibilities stated in public law is too high a price to pay to compensate for the mistakes of inept managements."

The resolution pointed out that the nation's bankruptcy laws are intended to help financially troubled individuals and corporations and establish a procedure for fair treatment of creditors, not to help companies flee from their obligations under the National Labor Relations Act and the Railway Labor Act.

Ban on economic force

Under the NLRA and RLA, during the term of a bargaining agreement neither a union nor an employer "has the right to demand that the contract be reopened or to use economic force to secure more favorable terms," the resolution noted. It stressed that these policies were written into the laws at the insistence of employers, not unions.

The management of Continental Airlines first demanded employee "givebacks" totalling more than $100 million and then, on Sept. 24, filed a voluntary bankruptcy for Chapter 11 protections. The company immediately laid off two-thirds of its staff and announced its intention to reopen a scaled-down operation, devoid of union contracts and pay scales. Severe management rules on working conditions caused the airline unions involved to question the company's ability to continue to fly passengers safely.

On an apparent cue from Continental's stance, Frank Borman, chairman of Eastern Airlines, demanded that the carrier's unionized workers accept a 15 to 20 percent pay cut on Nov. 1 or face shutdown of the airline. This came on top of concessions the company obtained earlier this year.

Convention delegates listened carefully to calls for support by the presidents of unions directly affected by the use of the bankruptcy tactic.

Air Line Pilots President Henry A. Duffy charged that "what Frank Lorenzo has done at Continental Airlines is an affront to common decency and 20th Century labor relations."

Threat to labor

Duffy said the challenge facing the airline unions is "also directed at the entire labor movement." He said the actions by Continental and Eastern have helped "transform the members of ALPA into a more militant union" and added that his members are "finally learning the meaning of the most central words in the labor movement—solidarity."

Duffy charged that Continental has been "aided and abetted" in its scheme to open a double-breasted shop by the government's Civil Aeronautics Board. He told the delegates that "the real war in this issue is deregulation—a failed economic experiment."

Machinists President William W. Winpisinger, whose members struck at Continental prior to the bankruptcy action, called the threat of bankruptcy, which "hangs over all of us in every industrial sector, a job blackmail scheme."

Winpisinger said the lesson to be learned from the Continental situation is that bankers and financial institutions are setting the collective bargaining stance and strategies of employers by demanding worker concessions as security for loans. He said deregulation has failed in the air transport industry and called on Congress to stop "the misuse of the bankruptcy laws as an instrument of anti-labor policy."

Wages slashed

Food & Commercial Workers President William H. Wynn related how 8,500 of the union's members left work at Wilson meat packing plants on a Friday making $18.60 an hour and returned on Monday to find they would be making $8.60 per hour if they hadn't been laid off. Wynn charged the company was not under pressure by the banks and had not even attempted to renegotiate its loans.

Transport Workers President William G. Lindner charged that the Airline Deregulation Act of 1978 is working just as it was designed to work—to lower the standards of living of the airline workers. However, he said, the airlines and the banks controlling them are trying to hasten the process by "jumping into court with an alleged bankruptcy situation."

Michael Baratz of the Santa Clara County, Calif., Central Labor Council, detailed the invalidation of the three-year contracts of teachers and other school personnel by a bankruptcy judge when the San Jose school board declared bankruptcy. He said this should serve to unify workers in the public and private sectors.

Labor law reform stays high on agenda

Hollywood, Fla.—The National Labor Relations Act must be strengthened so that employers will no longer be able to trample on workers' rights with impunity or allowed to use stalling tactics to flout the law's intent, the AFL-CIO urged.

Labor law reform was blocked by a Senate filibuster in 1978, but remains high on the AFL-CIO's legislative agenda. Its ingredients should include both procedural reforms and sharper teeth in the NLRB's enforcement powers, the AFL-CIO said.

Procedural reforms are needed to reduce delays in dealing with unfair labor practice complaints and representation elections, the convention resolution declared. It also urged the use of preliminary injunctions to minimize harm done by employers who flagrantly violate the law as a union-busting tactic.

Token penalties

Employers have discovered that "procedural delays will prevent the NLRB from enforcing the law for years" and even a finding of an unfair labor practice is not likely to bring more than a token back pay penalty. The convention proposed a back pay award of one and one-half times lost wages as a better deterrent against firing workers for union activities.

It also urged a system of compensating workers for the delay resulting from an employer's unlawful refusal to bargain for an initial contract with a union that has won a representation election and called for denial of government contracts to firms that violate the National Labor Relations Act.

The resolution reiterated the AFL-CIO's call for repeal of Sec. 14(b) of the National Labor Relations Act, which allows states to ban union shop agreements. And it urged that "successor employers" who purchase a business be required to comply with existing collective bargaining agreements.

The convention urged a ban on recruiting strikebreakers. If that isn't done, it said, at least employers should be barred from granting strikebreakers "permanent employee status" with retention rights superior to those of regular workers when a strike ends.

A floor amendment proposed by Transport Workers President William G. Lindner and adopted by the convention extended the call for labor law reform to apply also to the Railway Labor Act. Railroad workers have no protection against unfair labor practices, Lindner said, and the industry still follows "the law of the jungle."

AFL-CIO Vice President Wayne E. Glenn, who is president of the Paperworkers, told the delegates that a byproduct of tax laws that encourage the buying and selling of businesses has been union-busting tied in with change of ownership. He cited an example of a paper product firm that fired all its workers on a change of ownership and then rehired only the employees who had not been represented by unions. But the NLRB didn't see this as an unfair labor practice, Glenn pointed out.

NLRB decisions hit

Another resolution adopted by the convention accused the NLRB of undermining the validity of pre-hire collective bargaining agreements in the construction industry, which Congress has specifically authorized.

The effect, it noted, has been to allow construction contractors free rein to ignore their union contract obligations by establishing non-union "double-breasted" operations.

It urged legislation to "overturn these erroneous NLRB decisions" and restore the intent of Congress.

Solidarity Day focus shifts to '84 elections

Hollywood, Fla.—Solidarity Day IV—Election Day 1984—will be as successful as Solidarity Day I, II and III, delegates to the convention pledged.

A convention resolution applauded the success of the first Solidarity Day demonstration in 1981, when organized labor staged the largest political demonstration ever held in Washington, D.C.; of Solidarity Day II, Election Day 1982, when widespread labor voter turnout helped elect many COPE-endorsed candidates; and of Solidarity Day III, this past Labor Day, when local marches and rallies in every state drew 1.3 million participants.

A film prepared for the convention showed highlights of all three events.

The AFL-CIO will turn its attention now to Solidarity Day IV, the delegates resolved, "and its great promise of putting American workers back to work."

National policy urged to spur industrial revival

By Arlee C. Green

Hollywood, Fla.—The AFL-CIO convention called for creation of a tripartite National Industrial Policy Board to help develop and carry out strategies aimed at revitalizing the nation's industrial sector.

Such a board, representing labor, business and the government, would strive to "insure the revitalization of the nation's sick industries and decaying communities, and to encourage the development of new industries with promise for the future," the resolution said.

It would reach those goals by identifying and promoting assistance to industries and regions that are vital to national economic growth and employment. This assistance, the convention said, "could include loan guarantees, equity participation, direct subsidies, targeted tax measures in place of across-the-board devices, trade relief, training, research and development," and other measures.

In calling for a national reindustrialization policy, the delegates warned that the industrial base of the United States economy is eroding and its economic productive power is declining.

"The nation must assign top priority to the channeling of resources to modernize private and public facilities and restore the national economy to a condition of balanced growth and full employment," the convention urged.

The Reagan Administration's hands-off policy toward domestic industrial development and international trade was condemned in the resolution.

It noted that other industrialized countries protect their steel, auto, electronics, railcars, aircraft and emerging technologies through the application of a wide spectrum of strategic government support —"from low-cost credit to protection from import competition," coupled with assistance in technology development.

Pointing to the roller-coaster period since the early 1970s of high unemployment, massive layoffs and plant closings, the resolution noted "the U.S. share of international and domestic markets for manufactured goods declined markedly, the balance of payments worsened, and American jobs were permanently lost."

Tripartite structure

Key to developing a successful reindustrialization policy will be the "active participation and support of all segments of the American economy, including business, labor and government," the resolution said. Economic decisions made within such a framework, "can help assure that coherent, coordinated policies will result in achieving the basic goals of our economy —full employment and balanced economic growth," it continued.

The National Industrial Policy Board would be backed by a broader-based public advisory board, the resolution said, and further channels for public involvement could be provided by "public field hearings."

Key to the success of such a board would be its supervision of a National Industrial Development Bank, patterned after the Reconstruction Finance Corporation which functioned until the mid-1950s. The bank's sole purpose would be to make and guarantee loans to finance approved reindustrialization projects.

The resolution suggested targeting of investment to urban areas with high levels of unemployment and underutilized private and public facilities.

Speaking for the resolution, Auto Workers President Owen Bieber asked: "Are we going to leave key decisions that will shape our economic destiny solely to corporations and to individual policy-makers and foreign capitals or are we going to begin to exercise a measure of control over our own fate as the working backbone of the nation?"

Bieber warned that "the cost of doing nothing is simply too great."

Rubber Workers President Milan Stone said the lack of a national industrial policy had caused his union's membership to decline by 30 percent. The nation needs an industrial policy that assures "we will have a fair shake in the marketplace of world," he said.

President Howard D. Samuel of the federation's Industrial Union Dept., said the purpose behind the resolution seems so obvious and necessary that "it's almost hard to believe there could be substantial opposition." Rejecting the "free market" rhetoric of the Reagan Administration, Samuel said "American workers are not going to be crucified on the philosophies or the slogans of past centuries."

Clothing & Textile Workers Sec.-Treas. Jacob Sheinkman told delegates American industry can compete in the world market, "if it takes its resources and invests them in America instead of investing them offshore." He noted the textile industry, which has recently undergone significant modernization, can compete for a fair share of the American market.

Use of pension funds

He urged use of pension funds for investment "in remodernizing and revitalizing all aspects of American industry."

In a related resolution, the convention declared its full support for legislation on plant closings and relocations. It urged that such legislation:

- Require firms to provide advance notice of intentions to close or relocate.
- Advocate programs to support troubled businesses, including incentives to promote employee ownership.
- Call for the issuance of economic impact statements and federal investigation of the circumstances.
- Require employers, whenever existing jobs cannot be saved, to provide assistance to their workers in such matters as transfer rights, relocation expenses, severance pay, pension protection, health care and job training.

New Mexico governor calls for 'coalition of conscience'

Hollywood, Fla. — Governor Toney Anaya of New Mexico hailed the AFL-CIO's decision to get involved early in the Presidential elections and told convention delegates that labor will be the key to a "coalition of conscience" that will work for the defeat of President Ronald Reagan in 1984.

Anaya note that Reagan's public image rides above the turmoil and pain his policies create and said this "nice guy" image must be overcome in 1984.

The governor quoted the opinion of economist Robert Lekachman that Reagan is "the nicest man ever to decertify a union."

Anaya referred again and again to Reagan as "the nicest man" to call unemployment insurance a "prepaid vacation plan for freeloaders," to propose taxing unemployment benefits, to talk of economic recovery while millions remain jobless, to cut school lunch rations and reclassify ketchup a vegetable, to run up the largest peacetime deficits in the nation's history, to oppose the Equal Rights Amendment for women, to offer tax breaks to segregated schools, to oppose extension of the voting rights act, to cut funds for bilingual education and to claim air pollution mainly comes from plants and trees.

Reagan lacks a real understanding of the effects of his policies, Anaya charged, and "that lack of understanding hurts all of us."

His rhetorical question to the delegates —Is Ronald Reagan a friend to those who support equal rights for women, civil rights for blacks and Hispanics and Indians, a peaceful world and a clean and healthy environment?—was met with a resounding, concerted, "No!"

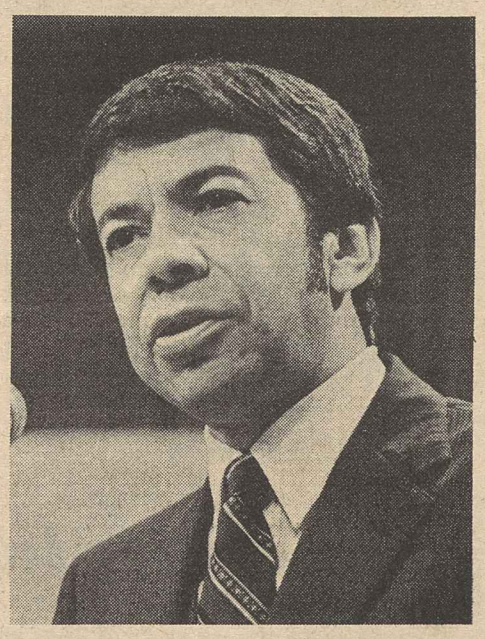
Pointing to Solidarity Days I, II and III, Anaya said labor has provided Americans with "the beginnings of an answer" on how to turn around the Reagan situation. Reagan's refusal to heed the messages of those days, the governor added, means "we will have to gather one more time, in November 1984, to make sure everyone understands—economic justice is what we are after."

Coalition needed

Citing labor's efforts as the key to Reagan's defeat, Anaya observed that workers cannot accomplish that task alone, but will need the votes of a new "coalition of conscience" that also includes blacks and Hispanics and Indians, women, environmentalists, the elderly, the disabled, and other groups.

Anaya told the delegates that he is working with other Hispanic leaders — "including labor's own Hank Lacayo, Jack Otero, Al Montoya and many others"— to develop Hispanic Force '84, an organization that will work to register 1 million more Hispanic voters for the 1984 Presidential elections.

Anaya concluded, "This coalition of conscience can join together to elect a Democrat who will prove that an economy can be both fair and prosperous, that a society can be based on equality and justice, rather than greed and that a president can be compassionate in both word and deed."



Gov. Toney Anaya

Action pressed to reverse tight money policies

Hollywood, Fla. — The tight-money, high-interest policies of the Reagan Administration that pushed the economy into its worst post-World War II recession must be reversed, the convention declared in a resolution.

"Monetary and credit policies should be designed to foster stable economic growth," the resolution stressed. In particular, the AFL-CIO recommended that Congress:

- Enact standby credit control authority to allow the imposition of selective credit regulation, instead of relying on overall tight-money policies.
- Restructure the current Federal Reserve Board to allow greater representation for labor, agriculture, small business, and consumers, and to make the term of the chairman coterminous with that of the President.
- Encourage the Federal Reserve System to intervene from time to time in international exchange markets to correct for undervaluation or overvaluation of the United States dollar.
- Require as part of U.S. funding of the International Monetary Fund that more oversight of bank lending be undertaken and that appropriate reserve requirements be met.

Federal probe sought in slaying of Farm Worker

Hollywood, Fla.—A thorough investigation of the murder of Rene Lopez, a Farm Worker, killed shortly after he had voted for representation by the UFW, was called for by the AFL-CIO convention.

Lopez was murdered on Sept. 20, 1983, "as he emerged from casting his ballot in a union representation election at the Sikeema Dairy in Fresno County, Calif., the resolution reported.

It calls for federal agencies, "particularly the Dept. of Justice with its responsibility for protecting the civil rights and liberties of all Americans," to investigate all circumstances of the murder and bring to justice the guilty parties.

The Fresno County police department charged two men with the murder, but there is a belief that they were not alone in their efforts, according to UFW President Cesar Chavez.

"Rene Lopez is dead, killed by two men who moments before the shooting had met with the grower," Chavez told the convention, adding: "We have no hope of any justice being done in this case."

The resolution notes that Lopez is not the first UFW member to die "for this union as it struggled for its organizational existence." Chavez pointed out that in the murders of three other UFW members since 1972, no one has been convicted of the crimes.

Kirkland urges printing unions to work for merger

Hollywood, Fla. — AFL-CIO President Lane Kirkland called on the three printing and publishing industry unions affiliated with the federation to work toward their ultimate merger.

In a meeting here Oct. 4 with representatives of the Typographical Union, Graphic Communications Union and the Newspaper Guild, Kirkland noted that the affiliates represent a combined total of more than 250,000 active working members within the graphic communications industry.

"The entire existence and history of these unions has been dedicated to representing workers within the industry," Kirkland said in a statement.

He noted that the GCIU came into being on July 1 as the result of a merger between the Graphic Arts and the Printing & Graphic Communications unions, and that the ITU and TNG had held extensive merger talks that were not successful.

A merger agreement between the Guild and the ITU was approved by the TNG convention but later rejected by ITU delegates.

Kirkland said the principal officers of the three unions agreed to hold further discussions under the auspices of his office. The date for the first meeting will be set in the near future.

End affiliation

In his statement, Kirkland pointed out that if the ITU goes through with its announced intention to merge with the unaffiliated Teamsters "immediate separation" of the ITU from the AFL-CIO would result.

"The normal processes of merger, as evidenced by the experience in the graphic communications industry, is among unions whose history and skills are common," Kirkland said.

"Their merger is the best solution to the needs of the workers in this industry, which has been so dramatically impacted by new technology and automation."

Participating in the talks with Kirkland were Sec.-Treas. Thomas R. Donahue, President Kenneth J. Brown and President-Emeritus Sol Fishko of the GCIU, President Joe Bingel and Second Vice President Robert Wartinger of the ITU, and President Charles Perlik and Sec.-Treas. Charles Dale of the TNG.

Job safety, health rollbacks protested

By John R. Oravec

Hollywood, Fla. — Worker safety and health protections have been seriously eroded under the Reagan Administration to the point where the labor movement must fight to preserve the laws that it struggled to have enacted, the convention declared.

"Rollbacks in existing standards and weakened enforcement policies and actions characterize the Reagan programs under the Occupational Safety & Health Act and the Mine Safety & Health Act," the convention resolution charged.

Business interests

"Worker protection has taken a back seat to protecting the interests of the business community," it warned.

Stressing that "OSHA and MSHA are labor's laws," the convention said that the labor movement must now repeal legislative and administrative attacks on worker protections that are guaranteed by law.

It called on the federation to continue monitoring OSHA's standard setting and enforcement procedures and use every means available, including court challenges and congressional oversight action, to gain the strongest possible protections for workers.

The resolution stressed the need for effective OSHA standards to safeguard workers from toxic chemicals and hazardous substances, and to identify workplace problems that cause job stress.

All union members should be made aware of the Reagan record on job safety, the convention said. It urged the trade union movement to work to elect "an Administration and Congress that will rebuild the nation's occupational safety and health programs and support them with the necessary money, personnel and commitment to do the job."

Exemption of workplaces from OSHA inspections should be eliminated and the agency should be required to respond to all worker complaints, the convention said. It called for workers to participate in OSHA inspection tours without loss of pay and said workers and their unions should have an equal voice with employers in discussion of citations and penalties.

The convention said federal safety coverage should be extended to all workers in both the private and public sectors who are now denied protection under OSHA.

In floor discussion, Vice President J. C. Turner noted that the resolution renews labor's pledge "to persevere until the goals of the Act—a safe and healthful workplace for every American worker—are realized."

In its report to the convention, the AFL-CIO Executive Council noted a sharp cutback in OSHA inspections. It said the agency's compliance officers in many cases are merely reviewing employer records.

Weak enforcement

The council also noted that the total number of citations for employer violations of federal standards dropped 27 percent from fiscal year 1980 to fiscal year 1982. At the same time, citations for serious violations declined 50 percent and citations for willful violations plunged 91 percent. And proposed penalties under Reagan dropped from $25.5 million to $5.5 million over the two years.

OSHA has ignored the federation's call for a federal "right-to-know" standard to help safeguard workers from toxic substances they handle on the job, the council observed. "But with the AFL-CIO's support, 13 states have adopted 'right-to-know' laws because of inadequate federal action."

In related resolutions, the convention called for:

- Federal and state legislation to eliminate the health risk in the use of visual display terminals as well as further studies on VDT hazards.
- Affiliates to make wider use of the Workers' Institute for Safety & Health, which provides research, education and technical assistance to the labor movement.
- Increased federal funding for research and education on the public and occupational risks of Acquired Immune Deficiency Syndrome (AIDS) and treatment of its victims.
- The Secretary of Labor to step up safety and health activities in the shipbuilding and longshore industries, which have been cut back in recent years.
- The Administration to take immediate action on a grain dust standard to effectively control hazards of explosions and health risks to workers in mills and storage facilities.

Labor opposes moves to weaken pension security

Hollywood, Fla.—The AFL-CIO will continue to oppose attempts to weaken pension guarantees for workers, whether they are covered by multiemployer or single employer plans.

A convention resolution affirmed the federation's support for the 1980 amendments to the pension reform law that required a firm withdrawing from a plan to continue payments for its share of the plan's unfunded vested liability. This removed the previous incentive for employers to withdraw from a plan that was encountering financial difficulties—thus setting off a chain reaction of withdrawals that threatened the pension termination insurance program.

The convention expressed support for attempts by unions to obtain administrative and regulatory relief from withdrawal liability problems that have been encountered. But it opposed turning the law back to a time when participants and retirees had no guarantee of benefits.

Legislation is needed to strengthen the single employer termination insurance program and to raise premiums to pay for the cost, the convention resolution declared.

Solvent employers who terminate pension plans should be liable for the full amount of accrued benefits of plan participants, the convention said.

It also urged Congress to enact pension protections for state and local government employees comparable to those provided employees in private industry.

FCC scored on attempt to repeal broadcast rules

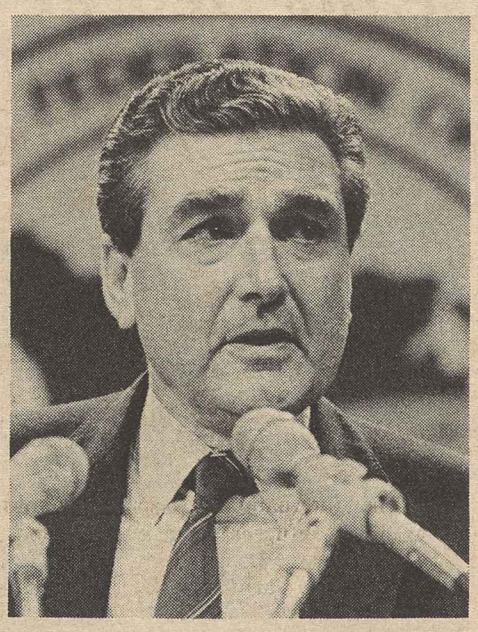
Hollywood, Fla.—Fairness should still be required of the nation's broadcasting stations, the AFL-CIO asserted.

A convention resolution rebuked the Federal Trade Commission for seeking to repeal its "personal attack" and "political editorial" rules.

Under the personal attack rule, when the honesty or integrity of an individual or group is attacked during the broadcast of a controversial issue of public importance, the station must notify the target and offer a reasonable right to respond.

The political editorial rule requires a broadcast licensee who endorses a candidate to offer opposing candidates an opportunity to respond.

The resolution noted that the FCC earlier had sought unsuccessfully to repeal the basic "fairness doctrine," and said the two rules it is now seeking to change are "important adjuncts" of the doctrine.



John Vanderveken

'Bread, peace and freedom' continue as ICFTU goals

Hollywood, Fla. — The International Confederation of Free Trade Unions is "a daily instrument for solidarity," John Vanderveken, the ICFTU general secretary, told convention delegates.

Vanderveken said the ICFTU remains committed to the goals of "bread, peace and freedom" set forth at its founding in 1949—an event "in which the American trade union movement played a major role."

The ICFTU now links 83 million workers in 95 countries, Vanderveken reported. And the goals it set forth remain as pertinent today, he added.

Vanderveken, the ICFTU's top official, spoke of the need for international organization and action to deal with worldwide unemployment, a "massive waste of human resources." He said the ICFTU "wants the governments of the main industrialized countries to negotiate a coordinated package of measures to stimulate the world economy. These governments must act together, and they must act now."

He reminded the delegates that there is a link between mass unemployment and world strife, pointing to the growth of dictatorship in the years before World War II.

The summons to the free trade union movements, Vanderveken said, is to "an all out attack against poverty, exploitation and joblessness."

Around the world, he reminded the convention, "the freedom to organize and collective bargaining are under attack."

But despite setbacks, "we see people and workers rise and rise again, indomitable." Vanderveken cited the examples of Solidarnosc in Poland, the black trade unions in South Africa, and the free trade unions in Chile.

Basic rights

Trade union rights, he stressed, are central to freedom of association, which in turn is the cornerstone of human rights and civil liberties.

In the struggle of workers and their unions for economic, social and political justice, "the ICFTU must be the organization to help them, to support them actively and meaningfully," he added.

Even in democratic countries, he said, trade union rights are under attack from various forms of union-busting. Basic trade union rights must be respected in all countries, Vanderveken insisted, "regardless of political systems and economic circumstances."

By its campaign for economic and social justice, for human and trade union rights, the ICFTU works for world peace, Vanderveken declared.

Administration denounced for retreat on school funds

Hollywood, Fla.—The Reagan Administration's planned retreat from the federal government's leadership role in education was denounced by the convention in a resolution calling instead for an expanded federal role at all levels of education.

For the elementary and secondary education levels, the resolution urged legislation to implement the "recommendations for strengthening public education" which were made by the National Commission on Excellence in Education.

The convention scored the Administration-induced cuts in impact aid (a program of general assistance to school districts where there are high concentrations of federal employees) and funding for bilingual, handicapped, Indian and migrant education, and called for restoration of funding for these programs as well as continuing aid to help schools in their desegregation efforts.

Restored funding also was sought for compensatory programs for some 5.2 million disadvantaged students under Chapter 1 of the Elementary & Secondary Education Act.

Building support

The convention urged that all affiliates "work at the state and local level to achieve legislative and public support for fair and just school financing reform and teacher salaries."

Affiliates also were asked to continue their cooperative efforts in providing teachers and schools with information, instruction and materials about the labor movement and its contributions to the social and economic policies of the nation.

The federation voiced strong support for adequate funding for quality vocational education programs. Congress was urged to maintain vocational education advisory councils and to fund new programs for the training and retraining of adults, particularly workers victimized by structural unemployment and industrial dislocation.

Full funding for the adult basic education program was also recommended, as the resolution encouraged affiliates to promote expanded educational opportunities for their members "to alleviate the distress of unemployment."

The convention called on Congress to block "the Reagan program of retrenchment" in financial aid for college students and urged continued resistance to Administration policies that seek to support private institutions at the expense of public education systems.

Speaking in support of the resolution, Delegate Sandra Feldman of the Teachers charged that Reagan's rhetoric about the importance of education is just that.

"What he apparently expects is for children, like poor people, to pull themselves up by their own boot straps," she said. "Because, while he claims that education is very important, there isn't one cent of money where his mouth is. In fact, our President has tried to take the federal government out of education altogether."

In a related resolution, the convention called for a strong effort to "heighten public awareness of the necessity and educational benefits of smaller class size" and to press for legislation to mandate "significant reductions" in class size.

National holiday urged on Dr. King's birthday

Hollywood, Fla.—The AFL-CIO will continue to urge Congress to make the birthday of Dr. Martin Luther King, Jr., Jan. 15, a national holiday. A bill to that effect has passed the House and is awaiting action by the Senate.

A convention resolution stressed that the memory of the slain civil rights leader should be honored nationally because he "dedicated his life to peace and to ensuring the right of all people to live in decency and respect.

The resolution urged AFL-CIO affiliates to seek recognition of Dr. King's birthday in collective bargaining agreements.

Changing times

New strategies urged for union organizing

Hollywood, Fla.—Delegates to the AFL-CIO convention called for new, creative strategies and techniques to deal with immediate and future organizing problems as the labor movement seeks to bring the benefits of collective bargaining to unorganized workers.

A convention resolution cited the assault by labor-management consultants on the right of workers to organize, the importance of cooperative organizing projects, special organizing problems in high technology industries, the need to continue organizing efforts in the longer-established industries, and the threat of conservative groups seeking "right-to-work" laws.

The resolution said continuing changes in the nature of work and the composition of the workforce give "new dimensions" to the challenges to union growth.

It called for expansion of programs undertaken by affiliates, the National Organizing Committee, the Dept. of Organization & Field Services and constitutional departments to overcome the "unprincipled opposition" of professional union-busters to the right of workers to organize for collective bargaining. These assaults must be repulsed by every proper means—legislative, political, economic, and organizational, the measure said.

Joint efforts

The convention gave the "highest priority" to support of cooperative organizing programs such as those coordinated by the AFL-CIO in Houston, Los Angeles, Fort Smith, Ark., Cincinnati, Orlando, Fla., Indianapolis, and by the Industrial Union Dept. in Atlanta, Baltimore-Washington, Charlotte, N.C., Tupelo, Miss., and Huntsville, Ala.

The special problems and opportunities for organizing in the high technology industries should be the focus of careful study and planning, the resolution said. It called for development of more information about these industries and the skills and techniques needed to help their workers attain union representation.

Foes regrouping

The resolution noted that the decline in the number of efforts to pass so-called right-to-work laws at the state level in the past two years does not reflect any lessening of the threat of open shop laws or a lack of determination of the open shop advocates. It warned that the "right-to-work" forces have shifted their energies to the national scene.

Speaking in support of the resolution, Teachers Vice President Nat LaCour said labor must be prepared to continue to organize in traditional employment areas "but we must also be prepared to move into new areas of employment, such as high tech, and we must be prepared to expand our organizing efforts in the so-called Sun Belt."

President Harry Hubbard of the Texas AFL-CIO told delegates passage of the resolution would spur cooperative organizing projects such as the one in Houston, where labor has achieved a measure of success.

President William Bywater of the Electronic Workers said the climate for organizing is worse than it has been in more than four decades, but that concerted organizing efforts can succeed.

"The only way we're going to change the climate in this country and organize more unorganized workers is get rid of that Administration that's in Washington now," he said.

High energy prices linked to lack of national program

Hollywood, Fla.—The damage caused by the absence of a comprehensive national energy policy was underscored by a convention resolution reaffirming the federation's commitment to continue working for a sound energy policy.

The resolution charged that the Reagan Administration has chosen "to follow an outdated free-market philosophy and has severely cut back most energy programs and dismantled others." It said the nation needs a "policy to roll back gas prices and reinstate effective price controls" and thus save consumers more than $70 billion in the next four years.

The AFL-CIO pledged to concentrate on achieving an energy policy that will:

- Recontrol energy prices at affordable levels.
- Increase funding for low-income fuel assistance and weatherization programs.
- Fully fund the Solar and Conservation Bank and support programs such as solar and conservation tax credits.
- Provide adequate funding for research and demonstration programs for conservation and renewable energy technologies.
- Ensure sound leasing policies that require oil companies to pay lease rates high enough to adequately compensate the public.
- Create a federal oil and gas company to develop energy resources and serve as an import authority.
- Prevent horizontal integration of oil and gas, coal, and solar energy companies.
- Prevent unproductive and anticompetitive oil company mergers and acquisitions.
- Require that comprehensive, standby emergency plans be developed to protect high priority users and prevent rapid price increases during an energy shortage.

Conservation stressed

Keying on the individual policy needs, the convention urged that Administration budget cuts for conservation programs be reversed, especially for weatherization programs for low-income homes, schools, hospitals and other state and local government buildings. It also urged that mileage standards for new automobiles be maintained and energy conservation standards be set for buildings and appliances.

The need to develop alternative energy sources was stressed, and the convention said these should include renewable energy sources, particularly solar, and nonrenewable sources of coal and nuclear energy.

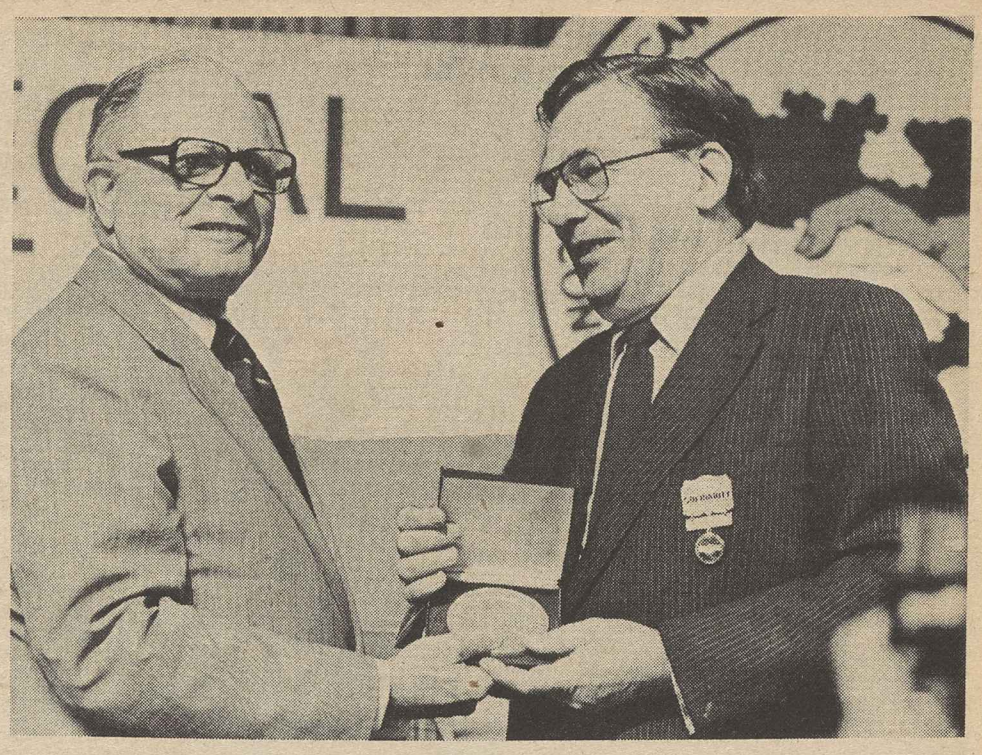
The convention called for rolling back natural gas price ceilings "to the levels that existed at the beginning of 1982" and said "take-or-pay obligations which force pipelines to purchase high-priced gas when lower-priced gas is available should be limited to allow companies to take advantage of lower-priced gas.

The resolution strongly urged Congress to reject proposals to export Alaskan oil, charging that a decade of efforts to achieve energy independence would be reversed if such exports were allowed.

TV series on unions backed by convention

Hollywood, Fla.—The AFL-CIO convention encouraged continued support of a proposed public television series—"Made in U.S.A."—that would tell the story of America's workers and their unions.

The first episode in the proposed series is scheduled to air on PBS in 1984, and more than 30 labor organizations have pledged support for continuing production. Contributions have also been made by the National Endowment for the Humanities, the Corporation for Public Broadcasting, the Ford Foundation, the Rockefeller Foundation and other sources.



International Rescue Committee's Leo Cherne accepts George Meany Human Rights Award from Lane Kirkland.

Rescue Committee's work wins George Meany Award

Hollywood, Fla. — The efforts of the International Rescue Committee to aid victims of terrorism around the world were honored with the presentation of the George Meany Human Rights Award at the AFL-CIO convention.

Leo Cherne, chairman of the IRC, accepted the award on behalf of the organization which will mark its 50th anniversary in November.

In making the presentation, AFL-CIO President Lane Kirkland pointed out that the IRC was founded in 1933 at the urging of Albert Einstein within seven months of Hitler's rise to power in Germany.

"The International Rescue Committee has aided refugees from every brand of tyranny in every part of the world," Kirkland said, adding that "tragically, its task grows bigger every year" with some 17 million refugees now "stumbling around the world."

Kirkland explained that the award, the third given by the AFL-CIO, is presented "in recognition of outstanding contributions to the struggle for human rights." Recipients of the award are given a silver medallion and a grant of $10,000.

In accepting the award, Cherne told the delegates the IRC's object "has been a simple one. Those who suffer the loss of their freedom have a special claim on those of us who are free."

Cherne stressed that the IRC makes "no distinction between terror on the left or right, between nationalities, races, religions or private belief. We seek especially to help those who not only seek freedom, but wish freedom for others as well."

He outlined the days immediately following Hitler's assumption of power that inspired the creation of the committee, noting that Einstein and other concerned Americans at first thought that "a handful" of those who had opposed Hitler would have to flee the country, but "that handful quickly became a flood, even in the years before the extermination camps with their deadly technology would proceed with the 'final solution.' "

Hitler's victims

He said that "the deadly round-up" of Germany's "most gifted and courageous leaders included trade unionists, socialists, writers, professors, clergymen and artists, Gypsies and Jews."

Cherne especially praised the help the IRC received in its early years from the Jewish Labor Committee and from the Ladies' Garment Workers under then-President David Dubinsky.

He told the delegates that among the many world figures who have themselves been honored by the IRC's own Freedom Awards, "none have more deserved that distinction than David Dubinsky, George Meany and Lane and Irena Kirkland."

But Cherne reminded the delegates that though fascist terror in Germany came to an end, "an equally tenacious horror carried the work of the IRC to four continents as millions have fled before the totalitarian terror of aggressive communism."

The IRC's work has continued on behalf of refugees from Eastern Europe, Southeast Asia, the Caribbean, Latin America, the Middle East, Africa, Cuba, Afghanistan, Bangladesh and wherever it is needed, Cherne said.

Cherne told the delegates the money which accompanies the award "will be at work before this week is out."

Extensive assistance

The IRC, he said, is assisting Poles "who are freed from Jarulzelski's prisons only on condition that they leave Poland," Soviet Jews, Chinese refugees who have reached Hong Kong, Ethiopians near starvation in Sudan and Somalia, Vietnamese boat people, Laotians and Cambodians "huddled in wretched camps across their former borders," Kurds and Bahais who are the targets of the Khomeini government in Iran, and over its 50-year history, "so many, many more—Haitians, Angolans, Greeks, Chileans, Argentines, Ugandans, Central Americans, South Africans" and many of the 10 million "who fled from East Pakistan in what was to become Bangladesh."

In presenting the award to the IRC, Kirkland noted that a book tracing the organization's history has been published under the title "Escape to Freedom." Its author is Aaron Levenstein, and the volume was brought out in commemoration of the IRC's 50th anniversary.

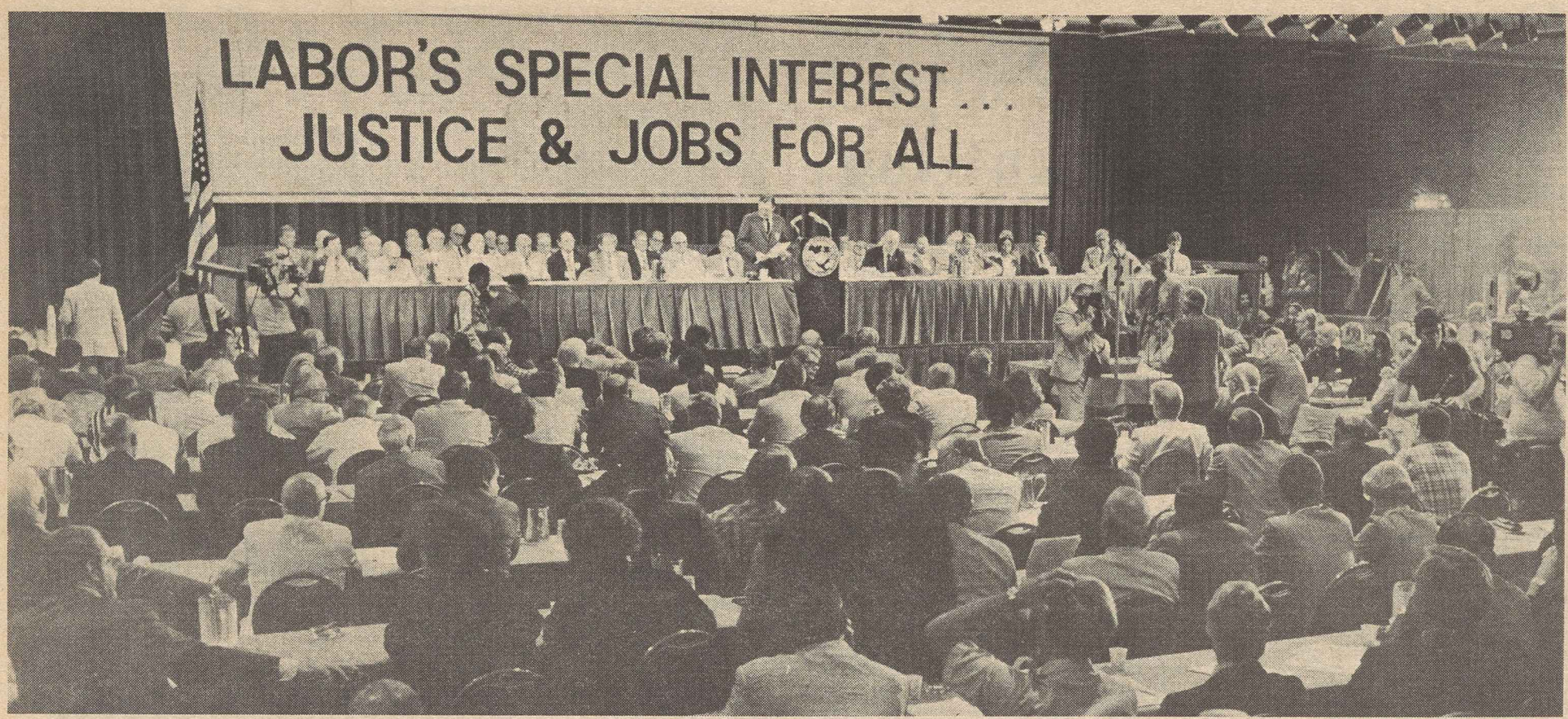
The George Meany Human Rights Award was given in 1981 to Solidarnosc, and in 1982 jointly to Mangosuthu Gatsha Buthelezi, leader of the largest black liberation movement in South Africa, and posthumously to Dr. Neil Aggett, a white officer of the African Food & Canning Workers who was found hanged in a Johannesburg jail.

Full funding, staffing pressed for Labor Dept.

Hollywood, Fla.—A resolution on Labor Dept. staffing adopted at the AFL-CIO convention urged the government to more fully fund the department's mainstream activities such as job creation, job training, occupational safety and health programs, and protection of wage standards.

At the same time, the convention called for more funds to investigate the activities and abuses of employer consultants while cutting back on the sharp increases in funds and attention aimed at investigations and litigation involving union officials.

The Reagan Administration, through budget allocations within the Labor Dept., has ignored its central mission to advance the welfare of working people, the resolution charged.



Federation President Lane Kirkland opens General Board meeting in Hollywood, Fla.

Mondale wins the endorsement . . . an

First was the General Board meeting, called to determine if there was a two-thirds consensus within America's labor federation to break with precedent and make an official endorsement of a candidate for the Democratic presidential nomination before party primaries were held.

On hand were the elected leaders of 80 unions, voting their membership strength, and representatives of the departments and state and local central bodies that are a part of the AFL-CIO. Below is a sampling of the 46 participants in the debate, many of whom used their time to describe in detail the efforts they had made to determine the wishes of their members.

It was Mondale, by a rollcall majority of more than 9-to-1.

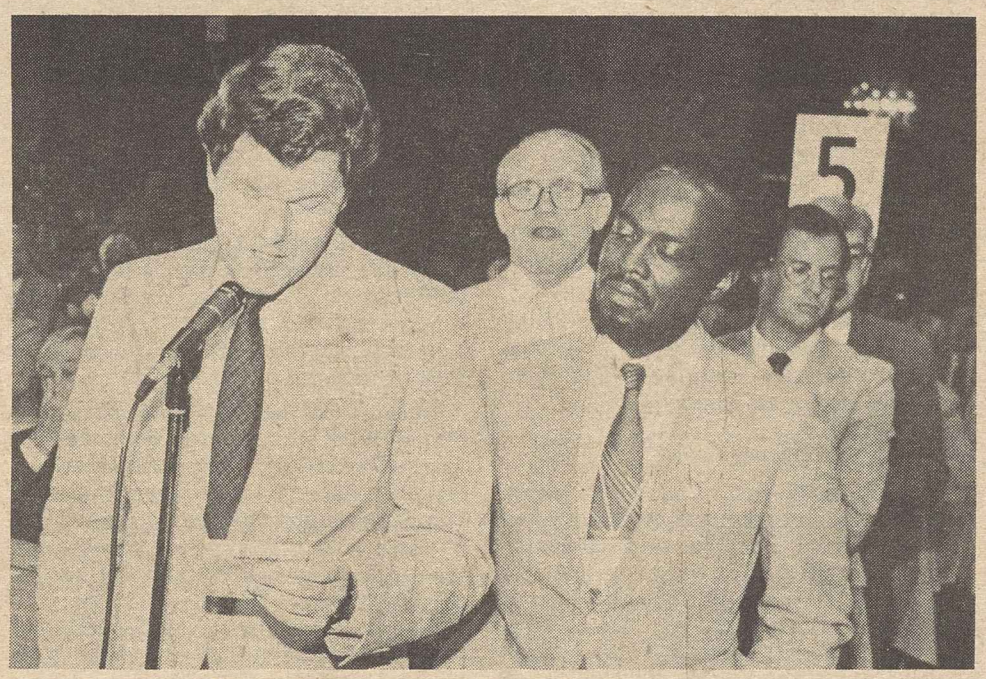
The formal endorsement by the AFL-CIO convention found delegates united nearly unanimously behind the General Board's endorsement recommendation. Shouts of "We Want Fritz" rocked the convention hall as the standing vote was called.

Then, the next day, Walter F. Mondale came to the convention to thank labor for its support and to spell out his program to get America back to work. And the convention hall erupted in a display of banners and balloons, of union placards paraded through the aisles, of outstretched hands and chorus after chorus of Solidarity Forever.

Labor isn't going to be on the sidelines during next year's primaries.

Vice President Leon Lynch of Steelworkers voices endorsement support.

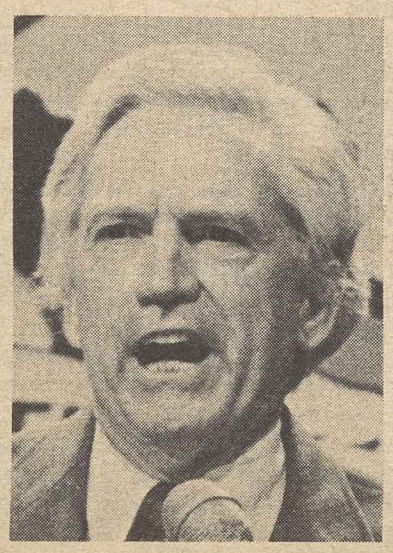
Actors' Ellen Burstyn



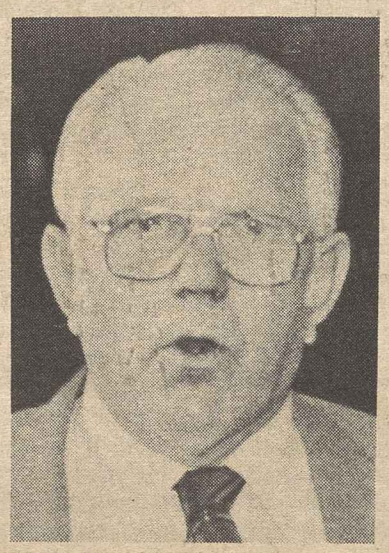
Speakers describe selection process used by unions.

Sec.-Treas. Donahue

IUOE's J. C. Turner



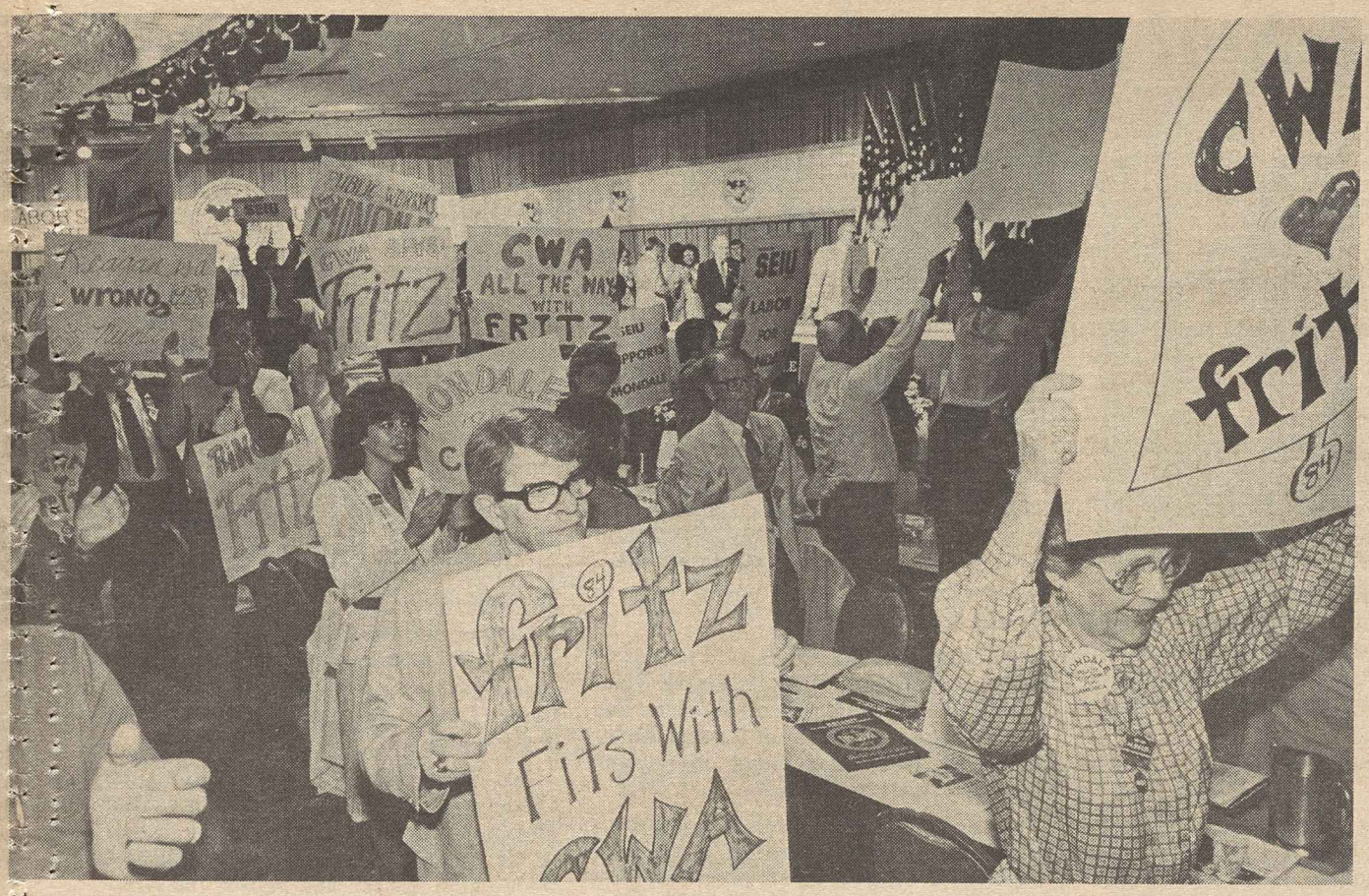
Paperworkers' Wayne Glenn

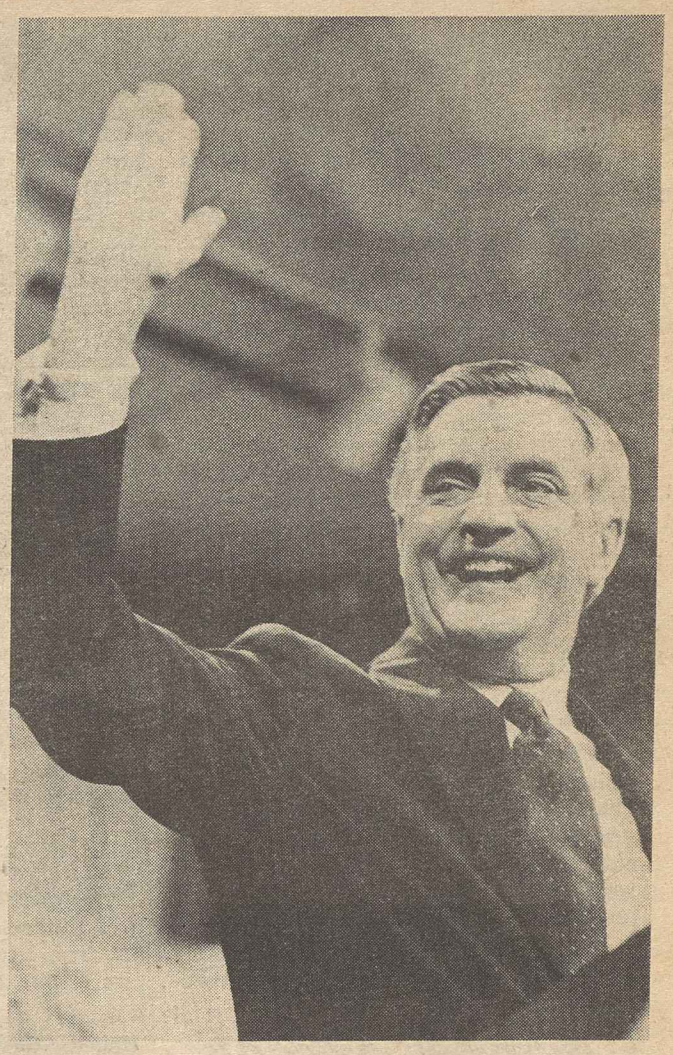


URW's Milan Stone

Michigan's Sam Fishman

ACTWU's Joyce Miller





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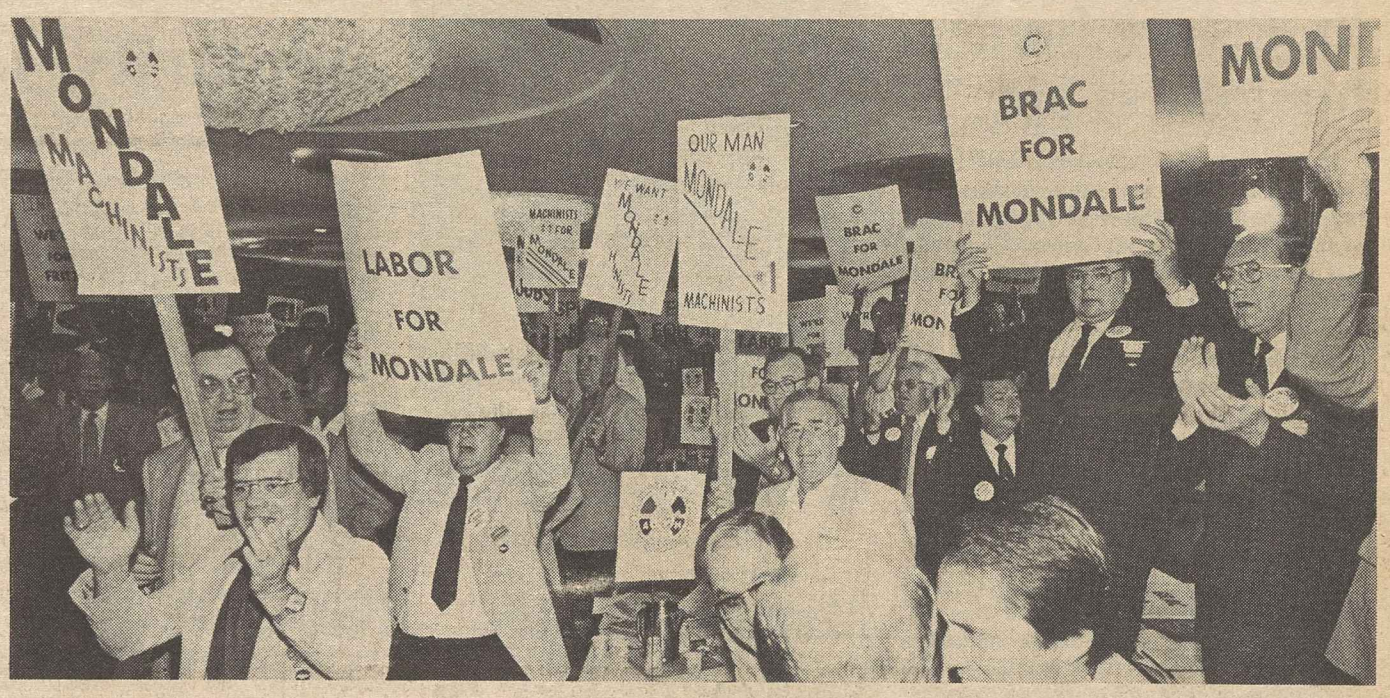


Human rights pushed as guide to foreign policy

Hollywood, Fla.—The AFL-CIO reaffirmed its position that U.S. military aid should be withheld from any country that denies workers the right to organize and control their own unions.

Assistance to such countries "almost inevitably becomes the means of further oppression of workers and the people," the federation observed in a resolution on trade union freedom and human rights.

"U.S. foreign policy pays lip service to human rights and the rights of free trade unions, but in practice too often supports precisely those elements in other countries committed to the destruction of free trade unions and the grossest violations of human rights," the measure declared.

The resolution urged Congress to develop an acceptable method of restricting the Administration in its efforts to continue military aid to countries found violating human and trade union rights.

It stressed, however, that human rights violations by undemocratic governments "should not trigger the cutoff of economic support for the poor and disadvantaged, and care should be taken to ensure that such support be channeled to those in need and not diverted to the privileged."

In a broad-ranging resolution on Labor, National Security and the World, the convention tied American commitment to trade union and human rights to support of struggling free labor movements around the globe.

The resolution attacked the denial of human rights by leftist totalitarian forces in Nicaragua and condemned recent violations of human and trade union rights in Cuba, Chile, Granada, Suriname, and South Africa.

In the Middle East, the federation reaffirmed its support for Israel, the only democratic state in that part of the world and a strategic ally of the United States.

"Israel has a right to secure and defensible borders," the resolution declared.

The AFL-CIO also urged the U.S. government to continue to withhold recognition from the PLO and to refrain from any actions that would encourage the PLO to believe that its terrorism will yield political victories.

In other areas, the convention resolution:

- Called for a strenthening of the Atlantic Alliance to deal with the threat of Soviet expansionism.
- Endorsed the recommendations of the Scowcroft Commission which encourage a shift toward single-warhead missiles and an approach to strategic arms control that emphasizes limitations on warheads, not launchers.
- Called for strengthening the conventional U.S. and NATO forces to reduce reliance on the use of nuclear weapons to defend against an attack on western Europe.
- Opposed attempts to achieve defense savings at the expense of military pay or the operational readiness of the U.S. armed forces.
- Reiterated AFL-CIO support for Solidarnosc as the only authentic voice of Poland's workers and called on the Administration to stop the flow of credit to the Soviet bloc if trade union rights in Poland are not restored.
- Noted that the deep-seated social and economic problems in Latin America cannot be solved by military means alone and that the working people of Central America desire democracy based on political and economic freedom.
- Reiterated the AFL-CIO's insistence that aid to the government of El Salvador be made contingent on its progress in implementing the land reform program underway in that country.
- Urged the United States to press the British government and the government of the Republic of Ireland to continue discussions aimed at a resolution of Ireland's problems.

On the issue of a proposed nuclear freeze, the resolution noted that a majority of trade unionists, as do most Americans, favor a verifiable bilateral nuclear freeze while others are skeptical.

"But we are united in our conviction that the nuclear arms race must be halted and reversed," the resolution declared, "with radical reductions in the warhead stockpiles on both sides being the objective of arms control negotiations so that the nuclear balance, and thus deterrence, can be secured at much lower levels of potential destruction."

In floor discussion, Vice President Frederick O'Neal appealed to all affiliates to contribute to the African-American Labor Center fund to assist developing unions in South Africa.

Sec.-Treas. Jack Sheinkman of the Clothing & Textile Workers decried the ongoing acts of terrorism by death squads in El Salvador, including those against trade union leaders, and praised the AFL-CIO resolution's stand against military aid to that country until the violations of human and trade union rights are ended.

Congress asked to restore funds for jobless aid

Hollywood, Fla.—Congress was urged by the convention to restore worker protections to the federal-state unemployment insurance program, set minimum benefit standards, improve the financing of the system and create a permanent supplemental benefits program.

A convention resolution charged that millions of jobless workers have been deprived of the needed income protection provided by unemployment compensation benefits as the result of "ill-considered federal requirements" imposed last year in the federal supplemental compensation program.

The resolution called for restoration of these protections and reaffirmed the federation's support for federal minimum benefit standards as recommended by the National Commission on Unemployment Compensation.

Until that goal is achieved, the convention said, states should remove "harsh eligibility and disqualification provisions and increase weekly benefits amounts and benefit duration periods."

Trigger level

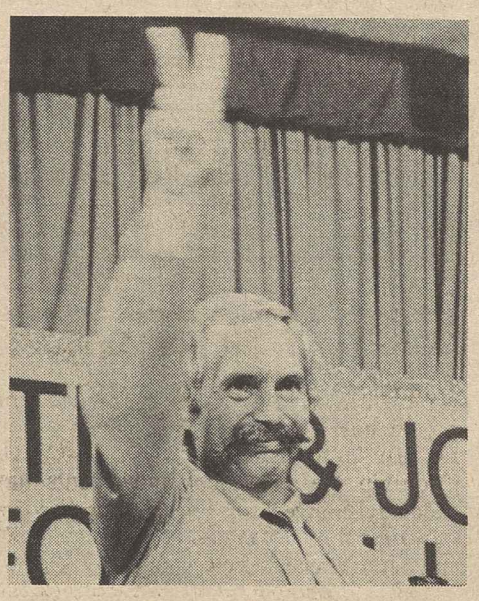
Central to the erosion of protections for the long-term jobless were "triggers" for extended benefits keyed to the "insured unemployment rate" in a state, rather than the total unemployment rate which is significantly higher in most states. As the result of higher trigger levels and other changes, millions of long-term jobless are not eligible for extended benefits while others are receiving federal supplemental benefits of short duration despite severe levels of joblessness in their states.

Ron Richardson of the Hotel Employees & Restaurant Employees, in supporting the resolution, told the convention that "now, in the midst of a crisis of unemployment, some of our state and local politicians have begun to cut benefits rather than to fairly increase unemployment taxes to employers."

Delegates congratulate Rep. Charles Hayes

Hollywood, Fla.—Rep. Charles Hayes (D-Ill.) was in Washington during the AFL-CIO convention, attending to his duties as a recently elected congressman. But the convention sent him a message of "congratulations and best wishes" from "his brothers and sisters in the labor movement."

At previous conventions, the resolution noted, he had been a delegate from the Food & Commercial Workers and from the Meat Cutters before the unions merged.



Jerzy Milewski

Mortgage rates viewed as key to housing growth

Hollywood, Fla. — Mortgage interest rates must come down further before an adequate level of housing units can be made available for the nation's needs, the AFL-CIO convention declared.

In a four-point program to overcome the nation's shortage of affordable housing, delegates called for appropriate action by the Federal Reserve Board to reduce interest rates and for Congress to reactivate previously successful programs of below-market interest rate financing.

A convention resolution also urged Congress to authorize credit controls to encourage an adequate supply of funds at reasonable interest rates for housing and other essential products.

The resolution also called for:

- Congressional support for new construction assistance at levels prevailing prior to the Reagan Administration, including an immediate stimulus program to provide 200,000 new assisted housing units.
- Enactment of a mortgage and rent-payment relief program to protect the unemployed from the loss of their homes through mortgage foreclosures and evictions from rental housing.
- Encouragement of home mortgage financing by union pension funds invested in long-term, fixed-payment mortgages guaranteed by the government.

In 1983, the average annual number of units in the first seven months was at an annual rate of about 1.7-million units. The AFL-CIO estimates that more than 2 million units per year have to be produced to meet the nation's needs for housing.

Walesa's message expresses solidarity, thanks, optimism

By James M. Shevis

Hollywood, Fla. — "In solidarity, we shall triumph!"

That was the message sent to American workers by the chairman of Poland's free trade union movement, Lech Walesa, at the AFL-CIO's 15th convention.

Walesa's letter, filled with hope and promise for a brighter tomorrow for Polish workers, was read to the convention by AFL-CIO President Lane Kirkland just a day before the announcement that Walesa had won this year's Nobel Peace Prize.

The delegates roared their approval as they learned of the Nobel Prize award, and Kirkland declared:

"Lech Walesa symbolizes more than any other man in the world today the basic principle of freedom of association as the fundamental human right on which all other rights and privileges and freedoms that man and woman aspire to are based.

"We rejoice at this recognition of the vital importance of that struggle and of that principle."

Walesa's letter, borne to the convention by Jerzy Milewski, an international representative of Solidarnosc based in Brussels, said that "the solidarity of working people has shown to be stronger than national borders." Walesa expressed his gratitude for the moral and material support the AFL-CIO has given the independent Polish labor movement since its inception in 1980.

Aid appreciated

"I wish to assure you that this . . . moral and concrete assistance extended to us by your organization, the AFL-CIO, is awaited and received by Polish unionists with joy and gratitude," he said.

"We are fully aware of how long and difficult will be the road to achieving workers' and civil rights in Poland. But I can assure you that these difficulties will not make us abandon that road."

Amplifying Walesa's remarks, Milewski sounded a similar theme. He said Solidarnosc will rise like a phoenix after the communist military regime of Gen. Wojiech Jaruzelski has had its day.

In a moving speech to the convention, Milewski noted that in two months Solidarnosc will mark the second anniversary of the military coup that took away Polish workers' rights and suppressed their union movement.

"Despite the fact that defenseless workers were met by heavily armed ZOMO (security police) and army units; despite the fact that strikes protesting the coup were broken up by tanks, that prisons were filled and that new graves appeared in Polish cemeteries — despite all this, we did not give up," he said.

Solidarnosc is different today, he observed. Forced into the underground, it has become more experienced.

"We are convinced that in the future, after the victory in which believe, Solidarnosc will simply be better," he said.

"We want the American public to know that Solidarnosc is still alive. Every day, our nation gives testimony to our union's continued existence."

The majority of Solidarnosc's members, as well as the average Pole, show their refusal to accept the Jaruzelski regime in a number of different ways, Milewski said. The aid of the American union members is of critical importance to the Polish labor movement, he stressed.

"It is not underestimated by the Jaruzelski regime, either," he said.

Milewski said that Solidarnosc would continue to "pursue relations and cooperation with free trade unions in the world, including the AFL-CIO. . . .

"The cooperation and assistance we receive serve the cause of worldwide solidarity," he said. "We shall continue to use peaceful methods and means in our struggle to defend the interests of the Polish workers.

"And though it is difficult with such means to face tanks and armed hordes of ZOMO; though the simple act of placing flowers on memorials dear to Poles requires sacrifice and courage, we shall endure and we will win.

"With clenched teeth, we will overcome this dark period of Polish history."

794 delegates

Hollywood, Fla.—The 15th AFL-CIO convention seated 794 delegates representing 85 national and international unions, eight constitutional departments, 49 state bodies, 185 local central bodies, three directly affiliated local unions and two fraternal organizations.

The proceedings of the convention as it acted on 249 resolutions were covered by some 400 representatives of newspapers, magazines, radio and television, including many from the labor press.

In addition, 86 foreign trade unionists were visitors at the four-day convention.

Local, state bodies lauded as 'vital links'

Hollywood, Fla.—AFL-CIO state and local central bodies were lauded for "invaluable assistance" in carrying out the programs of the federation and its affiliates.

A convention resolution termed the central bodies "vital links" which are addressing the needs of working people in every part of the country.

Delegates cited the central bodies' efforts in the area of state legislation and said the continued pursuit of such goals "deserves the support and cooperation" of all parts of the labor movement.

The resolution called for:

- Increased affiliation with the central bodies by locals of AFL-CIO national and international unions.
- Comprehensive coverage of state legislative activities by labor journals and publications.
- Continuation and expansion of the exchange of information relating to technical aspects of state legislation, including, when appropriate, special conferences and meetings on national and regional levels, and utilization of the research and training facilities of the AFL-CIO and its affiliates.

In its report to the delegates, the federation's Executive Council noted a number of legislative successes of the central bodies over the past two years, as well as some areas where regressive measures could not be blocked.

New Hampshire first

The efforts of the state body in New Hampshire, for example, helped that state become the first to enact all the reforms recommended in 1972 by the National Commission on State Workers' Compensation Laws.

The enactment of worker "right-to-know" legislation in 14 states and a number of cities was credited to the direct involvement of the central bodies.

Gains were made in California, Illinois, Ohio and New York with the passage of collective bargaining laws for public employees, while California, Connecticut, Illinois and Rhode Island state federations helped win plant-closing legislation in their states.

Efforts in 11 states to repeal or restrict the prevailing wage laws were beaten back, the report noted.

Huguette Plamondon

Geoffrey Drain

Fraternal delegates focus on common economic woes

Hollywood, Fla.—Trade union movements around the world are unfortunately sharing a need to respond to disastrous economic and social conditions and threats to the existence of unions themselves, fraternal delegates to the AFL-CIO convention observed.

Huguette Plamondon, fraternal delegate from the Canadian Labor Congress, told the delegates that conditions in the United States and Canada are closely parallel and will require similar action from labor.

Plamondon, a general vice president of the CLC, stressed that both nations suffer from high and chronic unemployment and flagging gross national production.

But Canadian labor does not accept, she said, "misleading propaganda that we are out of our economic difficulties" since the "recovery" isn't providing jobs for all who need them and government policies are worsening Canada's recession.

Plamondon, assistant director of Food & Commercial Workers Region 18, asserted that unemployment should not be seen as just "an unfortunate byproduct of hard times" that workers must learn to live with.

She called economic policies that sacrifice working people to the demands of profits "immoral."

"The economy must serve humanity rather than humanity be at the mercy of the economy," she said, adding that a prosperous nation is judged "by the quality of social life, not just the amount of wealth produced."

And in both countries, the current economic crisis has created an atmosphere of fear that is giving management opportunities to exploit and threaten workers "to maximize their profits," she said.

"Workers are being deprived," she charged, of benefits won over many years of struggle, with wage cuts, concessions and "massive takeaways" being asked by employers.

The CLC, Plamondon told the delegates, believes the answer to these threats lies in trade union and political action.

"The labor movement must promote political and social policies to build a society free of poverty, free of discrimination, a society based on human values, dignity and self-respect," Plamondon said.

"Our struggle for peace, for a better life in a better world is the fundamental basis for our natural alliance," Plamondon said.

Geoffrey Drain, fraternal delegate from the British Trades Union Congress, pointed to the "progressive and constructive" relationship the two labor movements have already enjoyed for nearly a century and pledged that the already strong bonds will be even closer in coming years.

Historic first

Drain, who is general secretary of Britain's National & Local Government Officers' Association, said the AFL-CIO's early endorsement of a presidential candidate would "turn a page in history" and underscore the right of unions to participate in all aspects of national affairs.

There should be no issue "in the life of a nation and its economy, in its socal life, or in its politics in which we have not got a rightful voice, an influential voice and a proper part to play," Drain declared.

He praised the AFL-CIO's resolutions on the national economy and reindustrialization as moves toward "the best possible cooperation between government, employers and trade unions." But such cooperation is now "impossible" in either the United States or Britain, Drain said, adding that "you are going to build the way to better times" with an early start in political action through the presidential endorsement.

British trade unionists were "disappointed" in the results of elections in their country earlier this year, Drain said, adding that "we thought we would get rid of the vile hand of Mrs. Thatcher, just as you'd like to get rid of that of Ronald Reagan."

But some "disunity in our ranks" and a late start in gearing up for participation in the election worked against British unionists in their efforts to get out the vote, Drain said.

He told the convention that the determination he had heard expressed by many AFL-CIO delegates to go home and begin working on political action indicates that "you are going to carry your people and you will have the success we didn't have."

Drain noted that, just as in the United States, "the trade union movement and the social fabric in Britain are under attack." He pointed to "deliberately caused unemployment to weaken our ranks, assaults on cherished public institutions such as our national health insurance . . . attacks through cuts in public expenditures . . . and oppressive legislation also on the way."

Welfare cuts seen hurting children most

Hollywood, Fla.—A series of AFL-CIO convention resolutions pressed Congress to resist further cuts in programs to help the needy and urged a start toward undoing the damage caused by earlier Reagan Administration budget slashes.

Cutbacks in the Aid to Families with Dependent Children program (AFDC) have added to the hardships of the recession, the convention charged.

It called also for restoration of severe cuts made in grants for social services, such as day care for children and help for the homebound disabled and elderly. There is need to restore a "federal role" to provide technical assistance to the states for such programs, the convention urged.

Children especially have been victimized by past cutbacks, the convention noted. It cited sharp reductions in school lunches, breakfasts, cutbacks in health services for pregnant women and infants, and termination of food stamp assistance for many needy persons.

The convention reaffirmed the AFL-CIO's advocacy of federally assisted child care programs for working parents at a sliding scale of affordable rates keyed to ability to pay. Lower income families should receive a dependent care tax credit, the resolution proposed.

Child care

While urging federal day care facilities, the convention also called on AFL-CIO affiliates to give greater attention at the bargaining table to negotiating child care provisions.

It suggested that unions survey their members to determine the adequacy of current child care arrangements and their desires as to bargaining goals.

The convention also recommended that unions determine through AFL-CIO Community Services and other social and public agencies the availability of child care facilities in the community and make the information available to members.

Bargaining table options, the resolution noted, range from employer-sponsored child care centers to allowances for care of children in existing centers or licensed day care homes, establishing flexible work schedules to accommodate child care needs and cooperative arrangements with other unions and employers that could lead to a community-wide program.

A resolution on food stamps deplored the setback to the goal of eliminating hunger in America caused by the deep reductions in food stamp eligibility. As a result, few of the nation's unemployed qualify for assistance.

In another area of concern, the AFL-CIO urged renewal of the Child Abuse Prevention & Treatment Act and inclusion of a new program of matching aid to shelters for victims of family violence. The concern over the victims of domestic violence extends to abused spouses as well as children, the resolution makes clear.

Social security agenda points toward further improvement

Hollywood, Fla.—The AFL-CIO welcomed action taken this year to put the social security system on a sound financial basis, but regretted some of the provisions that were included in the compromise package.

The federation continues to advocate an injection of federal Treasury revenue into the system to supplement worker and employer taxes. And a convention resolution made clear that labor has an agenda for further improvements.

In one potential area of improvement, the resolution declared:

"We support the concept of earnings sharing for resolving many of the social security problems of special concern to women. It recognizes marriage as an economic partnership and accords to each marriage partner the right to retirement income based on half of the total retirement credits earned by a couple during their marriage."

The resolution noted the "deep concern" among federal employees over the future of the Civil Service Reitrement System now that Congress has mandated social security coverage for new hires.

It committed the AFL-CIO to work with postal and federal employee unions "to insure that the promised pension plan to supplement social security will provide a combined package of benefits at least equal to those now enjoyed by present workers.

Also "deeply disturbing," the resolution noted, is the planned phase-in of an increase in the normal social security retirement age from 65 to 67 in the next century.

Such a provision would be a special hardship for many workers forced out of the labor market because of poor health or unemployment, the resolution noted.

It served notice that the AFL-CIO "will be monitoring the health and job prospects of older workers to determine whether to seek its repeal."

Action needed

The convention said it is "imperative" to enact legislation to prevent the overly-restrictive disability insurance test that the Social Security Administration imposed to terminate the benefits of tens of thousands of disabled persons. There must be provisions for "fair, accurate and humane reviews for all disability beneficiaries."

It reiterated labor's opposition to using such regressive taxes as a sales tax or value-added tax to fund the social security program. And it urged that the Social Security Administration be established as an independent agency to better insulate it "from political and budget manipulation."

Countries urged to halt jamming of broadcasts

Hollywood, Fla.—The government was urged to take the initiative in securing a complete halt to the jamming of radio and television broadcasts from any country to any other country.

A convention resolution urged that the International Labor Organization be pressed to adopt a firm convention outlawing the jamming of such broadcasts.

"Complete freedom from such jamming is a basic and inviolable sacred human right," the convention said. "Uncurtailed and unjammed broadcasts are a positive, effective instrument of promoting understanding and friendship among the peoples of all races, creeds, and countries."

The resolution urged the government to do all it can to have the United Nations General Assembly adopt a "clear and unmistakable" declaration outlawing the "grave evil" of jamming broadcasts.

Vice Presidents Sol Chaikin and Alvin Heaps display Murray-Green-Meany Award, honoring the late ILGWU President David Dubinsky.

Federation's highest award tribute to Dubinsky's career

Hollywood, Fla.—The AFL-CIO honored one of its own with the posthumous presentation of the Murray-Green-Meany Award to David Dubinsky, former president of the Ladies' Garment Workers. ILGWU President Sol C. Chaikin accepted the award of the convention on behalf of Dubinsky's family.

The award, named after the late federation leaders Philip Murray, William Green and George Meany, is presented annually to recognize individual contributions to the health and well-being of the nation and its workers. Winners receive a medallion and a $5,000 grant.

AFL-CIO Vice President Alvin E. Heaps, chairman of the federation's Community Services Committee, said in presenting the award that Dubinsky had been the unanimous choice of the committee.

Award shared

Heaps, who is president of the Retail, Wholesale & Dept. Store Union, announced that Dubinsky's family would divide the award money among the NAACP, the Labor Council for Latin American Advancement and the Jewish Labor Committee. Chaikin told delegates the ILGWU will add another $5,000 to the award to be shared by the three organizations.

Dubinsky served as president of the union from 1932 to 1966. He was a vice president of the AFL and later the merged federation from 1945 to 1966.

In his acceptance remarks, Chaikin stressed that the ILGWU is still schooled by Dubinsky's high principles of concern for working people in the union and throughout the nation and the world.

"We've learned well at his feet through precept and through example, through action and through the expression of thought," Chaikin told the delegates.

Under Dubinsky's leadership, Chaikin said, the union established health care and diagnostic centers, initially created to help "workers who had lately come out of the sweatshops of the metropolitan centers where garments were made."

Union achievements

He pointed out that the ILGWU built and operates Unity House, a recreation resort for workers, and he stressed that the union has also won pension, welfare and vacation funds for its members, along with the many gains realized overall by garment workers through collective bargaining.

Chaikin stressed that Dubinsky had also led the union to be "for others."

"We never lost sight of the fact," he said, "that there were others equally needing, equally deserving. We pooled our resources to share with them, to share with trade union movements around the world and in the United States."

Examples of those acts of assistance, Chaikin pointed out, were contributions of $100,000 to Dutch railway workers to help them rebuild their union after it was smashed by the Hitler regime, and $100,000 given to the Auto Workers during their strike against General Motors Corp. in the late 1940s.

In addition, he said, the union has come to the aid of "other unions during their time of need; to aiding all manner of labor causes and institutions, public welfare and others within our country."

By 1974, Chaikin said, the ILGWU's assistance to labor causes had topped $53 million, "and since then, additional millions of dollars have likewise been contributed."

The union's record is "shining," Chaikin told the delegates, and it is one "which we hold dear and which we owe to the example and the urging of our late president, David Dubinsky."

He pointed out that the ILGWU continues the tradition in such efforts as the establishment of a chair in national health policy at Brandeis University and of an Institute of Childhood Cancer at the Children's Medical Center on Long Island, N.Y.

Enforcement weakened

Delegates hit Reagan on civil rights retreat

Hollywood, Fla.—The AFL-CIO reaffirmed its strong commitment to ending discrimination and guaranteeing civil rights to all Americans.

The convention stressed in a resolution that the federation will continue to "vigorously oppose" attempts by the Reagan Administration to "annihilate" generations of civil rights progress.

So-called voluntary action in civil rights touted by conservatives will not work, the AFL-CIO said. The battle for equal opportunity, the resolution said, "can be won only through strong enforcement action by executive agencies and the courts."

The Administration, the AFL-CIO charged in its Executive Council report, has supplemented its attempts to wipe civil rights laws off the books with such tactics as lagging enforcement, appointing people with anti-civil rights stands to key positions to weaken enforcement, gutting of social, educational and equal employment programs, tearing down of affirmative action programs, foot-dragging on a wide variety of anti-discrimination cases, such as in housing, as well as damaging internal reorganizations of agencies and "regulatory reform" which amounts to gutting protective provisions.

Services available

Key sections of the resolution urged AFL-CIO affiliates to use the services of the federation's Civil Rights Committee and Dept. of Civil Rights, and to appoint union staff to work on programs to guarantee civil rights to all Americans.

The resolution called for support for "strong, viable civil rights agencies" such as the Equal Employment Opportunity Commission, the Office of Federal Contract Compliance Programs, the U.S. Commission on Civil Rights and the Justice Dept.

The resolution affirmed the need for non-discriminatory seniority systems, coupled with the use of the collective bargaining process to "open employment doors for women and minorities."

Employees should not be subject to discrimination or harassment in any form because of sexual orientation, the resolution said, calling for federal, state and local laws to eliminate such abridgement of civil rights.

The AFL-CIO urged affiliates to continue to support and strengthen educational programs to alert union members to the dangers posed to the labor movement and the nation by the propaganda of the Ku Klux Klan and other extremist and hate groups.

Community work

The value of the work in communities toward equal opportunity and social and economic justice by coalitions representing the interests of the labor movement and blacks, Hispanics and women was stressed in the resolution. The AFL-CIO will continue to support and work closely with the A. Philip Randolph Institute, the Labor Council for Latin American Advancement, the Coalition of Labor Union Women, Frontlash and the National Council of Senior Citizens.

Although a 25-year extension of the labor-supported Voting Rights Act was signed in 1982—in spite of repeated attempts by the Administration to weaken it—there are still pockets of resistance to the law in some parts of the country. The resolution pointed out that the Justice Dept. must be expected to pursue strong enforcement of the civil rights law.

At the same time, the AFL-CIO said, organized labor will be pressing voter registration and "get out the vote" programs to see that all Americans take advantage of this right.

Worst record

Federation Vice President John Sweeney, president of the Service Employees, branded the Reagan White House "the most anti-minority Administration in the history of our country" in calling for adoption of the resolution.

"We in the labor movement don't believe civil rights is a 'special interest,' it's all our interest," Sweeney said.

Fred O'Neal, an AFL-CIO vice president and head of the Actors & Artistes, urged all affiliates to work closely with the federation's Dept. of Civil Rights and to appoint staff members within their own unions.

Delegate John Sturdivant, executive vice president of the Government Employees, told the convention the resolution was important to the morale of many dedicated government workers whose efforts to do their jobs—carrying out civil rights laws—are being hampered by the anti-civil rights attitudes of the Reagan Administration.

Also speaking in support of the resolution were Delegates Marc Stepp, vice president of the Auto Workers; William Olwell, vice president of the Food & Commercial Workers; Evelyn Dubrow, vice president of the Ladies' Garment Workers, and Steve Edney, vice president of the Seafarers.

Hooks sees election gains through strong coalition

Hollywood, Fla.—Organized labor and the civil rights movement have worked together and marched together on Solidarity Day I, II and III and together will see the nation returned to a path of progress on Solidarity Day IV—election day 1984—NAACP Executive Director Benjamin L. Hooks told delegates to the AFL-CIO convention.

He called the years since the election of President Reagan "tough, tough, tough times" for the labor and civil rights movements and their goals.

Reaffirming the historic bonds between his organization and the AFL-CIO, Hooks called the labor movement "the most progressive force in America today."

He stressed that organized labor has set the standard for all workers, not just union members, and he pledged the determination of the NAACP to continue to work with labor "on the agenda that will make this a better nation, for we have stood by you all of these years, fighting the good fight."

Stand lauded

Hooks praised the AFL-CIO's bold stand in acting on an early endorsement of a Democratic candidate for President, while he described Reagan as a man who may be "sincere" but who is "sincerely wrong."

He sharply criticized the Reagan Administration's economic and social policies, and he called the Reagan tax cut the "most injudicious in the nation's history."

It is not enough to change just administrations, Hooks suggested. The nation needs "a decent Senate, better governors, better mayors and better men and women in many city councils and state legislatures," he said.

Labor and the civil rights movement, Hooks stressed, must also face problems like unfair trade practices and new technology which could rob the nation of even more jobs and add to the already massive jobless rate.

He pointed out that the overall jobless rate is magnified in the black community where adult unemployment stands at some 20 percent, and black youth unemployment tops 50 percent. And, in urban areas, he said, that rate approaches 70-80 percent.

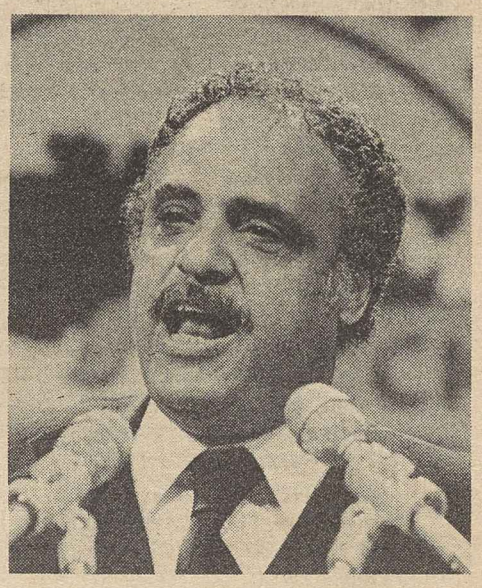
"This is social dynamite," Hooks warned.

"What would it profit us to have atomic bombs to destroy the world a hundred times over if the people who live in America cannot find jobs to keep body and soul together?" he asked.

Hooks scored companies who are hiding behind bankruptcy "as a union-busting tactic." They would do better, he said, to try to find cures for their ills in cooperative efforts between labor and management because "the men and women of labor have as much sense, if not more, than those who run some of those companies."

It is in the interests of all Americans to help business remain strong and productive, but not at the price of forcing some "to sacrifice all that we have in order that some others might live in the lap of luxury."

Although labor and the civil rights movement are facing dark times and hard struggle now, Hooks said, "if we work together, if we trust in God who has brought us this far, we can have a brighter tomorrow."



Benjamin Hooks

Drive vowed for women's job equity

By Susan Dunlop

Hollywood, Fla.—The AFL-CIO will take aggressive and vigorous action for elimination of all forms of discrimination against women, the convention pledged.

A convention resolution outlined a program of action that called for "a strong, consistent" effort at the congressional and state level for passage and ratification of the Equal Rights Amendment.

The measure also urged participation by women trade unionists in all the activities of their unions and in the Coalition of Labor Union Women.

The collective bargaining process, the resolution said, should be used to achieve pay equity, including the upgrading of traditionally under-valued job classifications. When necessary, unions should seek pay equity through administration and judicial remedies, the measure stressed.

The resolution also outlined a package of vital federal legislation to end discrimination. Measures called for include:

- Prohibition of discrimination in insurance and pensions.
- Correction of inequities in social security benefits.
- Improved protection for women in private and federal civil service pensions.
- Improvements in tax credits for child care.
- Increased funding for day care and for women's and infants' nutrition programs.
- Stronger enforcement of child support laws.
- Restoration of social programs cut by the Reagan Administration, including Aid to Families with Dependent Children, food stamps and Medicaid.

Press for change

The resolution stressed that the AFL-CIO will work with CLUW and other women's organizations and civil rights groups in pressing to change "laws, policies, institutions and attitudes to bring about equity and justice for all."

The Executive Council's report pointed out that although some 48 million American women work outside the home—most because of economic necessity—the majority hold low-paying, traditionally female jobs. In spite of some gains in recent years, overall the economic status of women in the workplace "has improved very little," the council said.

The report noted that one in every three families headed by a woman lives in poverty, and for black families, the figure jumps to more than 50 percent.

The council stressed the importance of using collective bargaining to achieve women's equity goals on the job, and pointed out that the message of how bargaining can help end discrimination "must be carried to the millions of unorganized women in the country." Significantly, the council pointed out, unionized women workers earn an average of 30 percent more than non-union women.

Speaking in support of the resolution, AFL-CIO Vice President Joyce Miller told the convention delegates that working women still earn only about 60 percent of what men make, but about 80 percent of all women who work are trapped in "female job ghettos" with "the least status, the lowest amount of pay, the least chance for advancement, and, of course, they are the least unionized."

Miller, who is president of CLUW and a vice president of the Clothing & Textile Workers, also underscored the importance of "fighting to protect women who can't or who choose not to work.

"We need to protect and recognize the homemaker, particularly in the area of social security benefits," she said.

Miller told the delegates that CLUW plays a vital role in organized labor and in "translating the issues" between the labor movement and the women's movement. She urged the delegates to encourage both the women and the men in their unions to join in working with CLUW.

Successful suit

Vice President Gerald McEntee, who is also president of the State, County & Municipal Employees, pointed to the union's successful pay equity suit against the State of Washington on behalf of some 15,000 women employed by the state. He said AFSCME is pressing similar actions in other localities.

Pay disparities, McEntee said, are "one of the most insidious types of discrimination now going on in the United States," and he urged support of the resolution and its strong pay equity provisions.

Morton Bahr, vice president of the Communications Workers, criticized the "engrained rigid corporate thinking that perpetuates the inequities that women suffer."

Bahr stressed that organized labor has a responsibility not only to women members and women workers in general, but to all workers to "strive for fairness and equity."

Hiring sanctions held basic to new immigration policy

Hollywood, Fla.—The nation needs comprehensive and humane immigration legislation that is consistent with the interests of American workers, the AFL-CIO declared.

A convention resolution affirmed that the AFL-CIO will continue to back immigration bills that meet those goals, taking into account the needs of citizens, dealing compassionately with illegal aliens and providing for enforcement of immigration laws.

The Executive Council's report to the convention pointed out that the AFL-CIO has long sought improved immigration laws that get to the heart of problems caused by the surge of illegal immigrants lured into the United States by the promise of jobs.

Workable penalties

The resolution adopted by the convention stressed that any measure backed by the AFL-CIO must contain several basic elements, including a prohibition against hiring undocumented workers that is backed up by strong, workable penalties against employers that break the law.

Because there are deep fears that such sanctions will lead to discrimination by employers against workers on the basis of their national origin or legal resident alien status, there should be a system providing for redress for persons who have been denied employment unfairly on those grounds. Adequate remedies should be available through both public and private causes of action, the resolution said.

A secure, forgery-proof verification system for all legal workers should be established to make it easy for employers to comply with the law, the convention urged.

It said "the most generous, practical legalization program" should be put in place for those illegal aliens who have become settled, contributing members of their communities.

The AFL-CIO called for strict limits on "importation of foreign non-immigrant workers" and opposed any form of "guest-workers" or "bracero" program.

The resolution also emphasized the importance of stringent regulation by the Labor Dept. of the existing H-2 or temporary foreign worker program.

Border and interior enforcement of the immigration laws must be strengthened by giving the Immigration & Naturalization Service the additional resources necessary to enforce the laws, the resolution said.

Stronger enforcement

In addition, the AFL-CIO said it would pursue stronger enforcement of existing laws and regulations governing the admission of temporary, non-immigrant workers on so-called H-1, H-2 and B-1 visas.

Delegate Jack Otero, a vice president of the Railway & Airline Clerks urged adoption of the resolution and charged that some Hispanic groups who oppose an immigration law that includes employer sanctions are being backed by "agri-business firms, the very people who want to continue importing foreign labor" which is easy to exploit.

Otero was a member of the President's Commission on Immigration & Naturalization Policy.

Neal Gonzalez, executive secretary-treasurer of the New Mexico AFL-CIO, pointed out that workers in his state are losing jobs in large numbers to illegal aliens who will work for low wages.

Robert Harbrant, president of the AFL-CIO Food & Allied Service Trades Dept. told the convention that a compassionate immigration law should be enacted to help all workers. As it stands now, he stressed, illegal aliens are exploited, citizens lose jobs and the only beneficiaries are employers who pay low wages, provide substandard working conditions and offer no benefits.

A companion resolution pointed to the large number of non-immigrant aliens entering the country to work in the entertainment industry and urged the INS to establish a policy of using New York, Chicago and San Francisco as cities where petitions for non-resident work in that industry must be filed.

Boycotts pressed

Hollywood, Fla. — The AFL-CIO urged affiliates to publicize and support boycotts endorsed by the Executive Council.

A convention resolution pointed out that the boycott has been a "last resort" and an "ultimate economic weapon" against unfair and anti-union employers.

To succeed, the convention stressed, a boycott must have "unwavering and complete support" of every AFL-CIO affiliate and the backing of union consumers.

A "Don't Buy" list of boycotted goods and services appears in each issue of the Label Letter published by the AFL-CIO Union Label & Service Trades Dept., the resolution said.

Labor's new TV series

An all-labor news hour titled "Laborvision," now on cable television in three cities, features the first interview with former Vice President Walter F. Mondale following endorsement of his candidacy for President by the AFL-CIO. Interviewing Mondale is Laborvision's anchorman, Carl Rochelle. The program is transmitted twice weekly in Atlanta, Pittsburgh and Seattle as part of "Cableline," a nightly news and entertainment cable TV show produced by the AFL-CIO's Labor Institute of Public Affairs.

Settlement of Lebanon strife called key to Mideast peace

Hollywood, Fla. — A comprehensive peace in the Middle East, including a fair solution to the Palestinian problem and secure borders for Israel, can be attained if the free, democratic world demands the removal of foreign forces from Lebanon and aids that country's government in restoring order, Histadrut Sec.-Gen. Yerucham Meshel told convention delegates.

"The multinational force, the U.S. Marines, and others all have a very important role to play in this process,' said Meshel, "and if we all join hands I firmly hope and believe that we will achieve a breakthrough in this difficult and complicated situation."

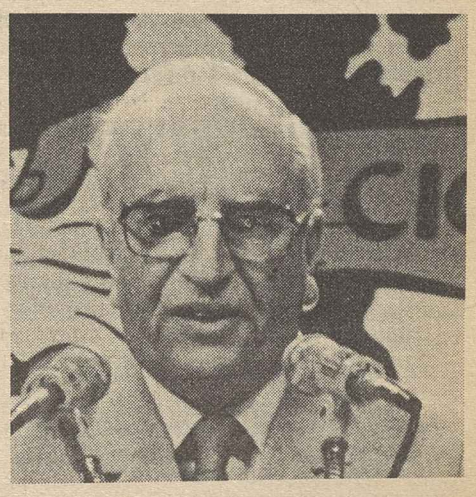
Meshel, representing Israel's labor federation, emphasized that Israel has no territorial dispute with Lebanon.

"All we want is to ensure the security of our northern border," he said. "Lebanon and Israel can live as peaceful neighbors only if all the foreign forces leave Lebanon.

"Regretfully, we see no such intention on the part of Syria and the PLO terrorists who are once again actively involved in creating division, strife, and bloodshed among the various ethnic groups in Lebanon while the world maintains a strange silence in the face of daily mass murders of innocent Lebanese civilians."

In a discussion of problems facing the world's free trade union movement, Meshel urged labor to take the lead in promoting a genuine industrial policy that encourages economic growth while protecting workers from economic dislocation. In the modern state, it is virtually impossible to do this without getting involved in the political process, he observed.

"And without a militant trade union movement, gains we have seen during the past generation could be wiped out overnight," he warned.



Yerucham Meshel

Job training role of HRDI termed vital

Hollywood, Fla.—With unemployment still high, the labor movement is deeply concerned about the need for employment and training services—like those provided by the AFL-CIO Human Resources Development Institute—to help victims of the recession and of changes in the economy find decent jobs, the AFL-CIO declared.

A convention resolution stressed that strong labor participation in planning and providing these services is more vital than ever, particularly in the light of the "dramatic change" in the nation's employment and training system brought about by enactment of the Job Training Partnership Act.

Smaller federal role

The new law, which replaced the Comprehensive Employment & Training Act (CETA), provides for a much smaller federal role, but it does establish a system that offers opportunities for organized labor to be involved in planning and providing employment and training programs. HRDI, the resolution said, has the experience and technical expertise to help labor make the most of these opportunities.

For HRDI to carry out this role, however, it is "critically important" that the institute have the resources to provide direct help to labor organizations so that they can be part of local programs under JTPA, the resolution stressed.

It said funding cuts are a cause for "deep concern" and called on the Labor Dept. to provide funding "at a level sufficient to support HRDI's field service capabilities and to enable the institute to serve the employment and training system nationwide."

To continue aid

Other recommendations called on HRDI to continue to provide technical assistance to national, state and local labor organizations to assure a strong labor role in JTPA activities and to continue working with labor organizations to develop employment and training services.

The resolution also called for a continuation of HRDI's job development and placement services, and said the special expertise of the HRDI staff in employment and training should continue to be made available to the AFL-CIO and its affiliates.

A special program on the role of unions in the year 2000 highlighted the convention of the Dept. for Professional Employees.

Pollster Louis Harris finds support for Reagan waning

Hollywood, Fla.—Pollster Louis Harris told delegates to the AFL-CIO Dept. for Professional Employees 4th biennial convention that President Reagan has lost public support and stands only about an even chance of winning the 1984 election if he runs.

"The coalition put together by Ronald Reagan in 1980 now appears to be shattering, coming apart at the seams," Harris told a luncheon meeting of some 140 delegates to the DPE convention.

Speaking just two days before the full AFL-CIO convention overwhelmingly endorsed Walter Mondale as its Democratic presidential nomination, Harris said public opinion made an about-face since 1980.

He likened the public rejection of neoconservatism to "an organ transplant that simply did not take." A resounding 58 percent to 37 percent of those tested by Harris answered "no" to the question of whether they were now "better off financially" than when Reagan took office.

In convention actions, the DPE delegates adopted 54 resolutions, elected officers, and heard top trade union leaders discuss the outlook for unions in the year 2000.

In a report to the convention, DPE President Albert Shanker spoke of the challenges facing the most recently formed AFL-CIO department. The biggest challenge, he said, is organizing white-collar, professional workers.

"We are moving into a new, different period . . . that may offer new opportunities for organizing professionals," he said.

Threshold of change

Department Executive Director Jack Golodner, noting that America is now in the era of the professional and technical worker, said "we're on the threshold . . . of a new wave in America today, dealing with a changing work force." Unionization of white-collar workers has already increased, he said.

After World War II, professional and technical workers numbered about four million, or 6 percent of the workforce, he noted. Today, there are 16 million workers in this category, or 17 percent of the labor force.

Delegates re-elected Shanker and Treas. Rodney A. Bower, and elected Sanford I. Wolff, executive director of the Actors & Artistes, as general vice president.

Resolutions dealt with such diverse topics as non-immigrant alien performers, passage of Equal Rights Amendment, sex discrimination, telephone rates and services, tuition tax credits, and academic and professional freedom in the schools.

In an afternoon session, former UAW President Douglas Fraser led a panel in a free-wheeling discussion of "Unions in the Year 2000."

"The four-day work week will come; the only question is when," Fraser said. "The labor movement must make this a high priority."

Women's place

Noting the increased participation of women in the workforce, Fraser observed, "In the past, women felt that they would be working only a short time, but now women know that the workplace is their future, and the only way they can have an effective voice in the workplace is through unions."

Also participating in the symposium were Shanker, Operating Engineers President J. C. Turner, Electronic Workers President William Bywater, Service Employees President John Sweeney, and Wolff.

Shanker said greater involvement in the political arena may do more for the labor movement than any other activity in the years just ahead. Sweeney outlined a program for organizing workers in the coming high-technology society. Bywater foresaw more mergers of unions, but eventually larger numbers of union members. Wolff emphasized the need for greater organizing of the unorganized.

Protests rise over setbacks for consumers

Hollywood, Fla. — Consumer rights and protections should be enlarged, not gutted, the AFL-CIO convention declared.

Labor is "deeply concerned" over damage to consumer programs that has already been done as well as by continuing threats posed by a hostile Administration and its business allies, a convention resolution said.

The federation will continue to work for the preservation and enlargement of consumer rights and protections, the convention stressed.

The resolution pointed to the importance of federal "consumer interest" programs like those operated by the Federal Trade Commission, the Consumer Product Safety Commission, the Food & Drug Administration and the Food Safety & Inspection Service of the Agriculture Dept.

But the Executive Council pointed out in its report to the convention that the budgets for these agencies and others have been chopped by the Reagan Administration.

The convention warned that so-called regulatory relief for business must not be used as a way to weaken or destroy programs to assure consumer product safety, prevent and punish unfair trade practices, or interfere with the consumer's right to information about goods in the marketplace.

Consumers need continuing protection against "unfair monopoly pricing" and against exploitation in the terms and cost of credit, the convention stressed.

It registered strong opposition to the assumption of regulatory powers by the White House through the Office of Management & Budget.

The convention also called for full funding for agencies that operate consumer protection programs. Protective laws should be vigorously enforced, and those agencies should be fully staffed "with officials committed to the purposes of the programs with which they are charged," the resolution said.

Efforts to trim consumer rights and add anti-consumer provisions to credit and bankruptcy laws will be opposed, the convention said.

Bigger voice for unions asked on pension fund investments

Hollywood, Fla. — Efforts to step up union involvement in pension fund investments should be continued because they are good for the interests of union members and good for the economy, the AFL-CIO declared.

A convention resolution stressed that the first goal of pension funds should be prudent investment to make sure that workers' and retirees' benefits are secure now and in the future.

Without jeopardizing that objective, the resolution said, pension fund investments can also be used to help create jobs, advance social goals such as more affordable housing and enable workers to exercise shareholders' rights and influence policies.

Union involvement in investment decision-making can also help exclude from the portfolio "companies whose policies are hostile to workers' rights," the resolution underscored.

The AFL-CIO and its affiliates have a right to be concerned about the impact of growing pension investments and their impact on the economy and the well-being of members, the resolution stressed.

It urged that the progress toward labor's goals in the investment of pension funds be continued and intensified. Among the steps that can be taken the convention said, are:

- Use of collective bargaining to gain a greater voice in investment decisions.
- Increasing pension investments in the AFL-CIO Mortgage Investment Trust and Housing Investment Trust as well as other projects and industries that provide work for union members.
- Exercise of shareholders' rights by pension funds.
- Support of public employee unions and state and local officials in their efforts to use pension funds to strengthen and expand state and local economies.
- Use of training programs to help pension fund trustees make better use of pension fund money on behalf of workers.

Amalgamated Bank hailed on anniversary

Hollywood, Fla. — The Amalgamated Bank of New York, owned by the Clothing & Textile Workers, was commended on its 60th anniversary for its "dedicated exemplary service" to the labor movement and American workers by the AFL-CIO conventtion.

The resolution noted that the Amalgamated Bank has been judged by the New York State Consumer Protection Board to be "the best bank for consumers" in that state, and suggested that affiliates explore its facilities and services.

Lax enforcement of environmental laws denounced

Hollywood, Fla.—The lax enforcement of environmental laws by the Reagan Administration was condemned in a convention resolution which stressed that "a clean, healthy environment is essential to maintain and improve the quality of American life."

The AFL-CIO's continuing support for existing environmental programs that "make our air and water cleaner and protect our public lands from exploitation" was reaffirmed in the resolution, which called for additional research on the health effects of toxic substances, accelerated construction of wastewater treatment plants and the clean-up of hazardous waste dumps.

The resolution said the "provisions of the Clean Air Act should be continually reviewed to provide efficient and effective regulation" and added that the federation will oppose efforts to decrease the basic protections that now exist.

In its report to the convention, the Executive Council charged that the Administration has failed to "adequately enforce environmental laws" and that the agencies responsible for enforcement have been "too lax and have been too cozy with the companies they are supposed to regulate." It cited the "major scandals" at the Environmental Protection Agency, which forced the resignations of the agency's top officials.

Dip in jobless rate welcome but meager

The AFL-CIO welcomed the three-tenths of 1 percent decrease in the nation's civilian unemployment rate in September, to 9.3 percent, but noted that the level of joblessness is still above the previous post-war high of 9 percent in May 1975.

"True" unemployment is much higher than reflected by the official Bureau of Labor Statistics report, the federation pointed out.

"Including those not officially counted as unemployed—the 'discouraged' workers and one-half of those in part-time jobs—the jobless total is 15.2 million, or 13.3 percent. And for blacks, even the official rate of 19 percent unemployed is at depression levels," a federation statement noted.

Another unsettling aspect of the BLS report was that unemployment rose in four of the 10 most populous states. The rise in the jobless rate was more than a full percentage point in two of the 10 largest states, Texas and Massachusetts.

September's jobless rate for the nation was the lowest since April 1982, when unemployment was on a progessive upturn.

By another measure, which includes the members of the armed forces stationed in the United States, the nation's jobless rate fell to an adjusted 9.1 percent in September from 9.4 percent in August.

Of the 103.64-million workers with jobs last month, 101,945,000 were civilians and 1,695,000 were members of the armed forces. The number of unemployed was 10,423,000, down from 10,699,000 in August.

Unemployment among adult males was at 8.7 percent compared with 8.8 percent the month before, while the rate for adult women fell to an adjusted 7.8 percent from 8 percent. The average factory workweek lengthened in September to 40.7 hours from 40.3 hours in August, and was the highest since 40.8 hours in April 1978.

President James E. Hatfield addresses delegates to the Union Label & Service Trades Dept. convention.

Buying power of union members stressed for role in creating jobs

Hollywood, Fla.—Organized labor's purchasing power can play a key role in creating and saving jobs, delegates to the 61st convention of the AFL-CIO Union Label & Service Trades Dept. declared.

Key resolutions adopted by the convention stressed the importance of buying union goods and services, as well as the need to observe boycotts of unfair companies.

Department President James E. Hatfield, who heads the Glass, Pottery, Plastics and Allied Workers, told the delegates that the union label and shop card are not only a promise to consumers of a quality product, but also "the banners of trade unionism . . . the outward sign of the collective bargaining process, and they are the symbols of the basic goals of the trade union movement: dignity, decency and democracy on the job."

Hatfield pointed out that the primary goal of the department has been to create jobs and utilize the union label to help "organize the unorganized" by urging consumers to seek out union goods and services.

In recent years, he said, more and more unions have adopted "a new and exciting way of 'looking for the union label'" in their determination to have more say on how pension funds are invested.

Hatfield pointed out that the Union Label & Service Trades Dept. was one of the first organizations in the labor movement to urge unions to question how investment counselors and pension fund managers were spending workers' funds.

Fair trade policy

He said the department will continue to press for a fair trade policy for the United States and an end to practices that encourage the export of American jobs.

While trade policy must be pursued in legislation and national policy, union consumers can actively influence what happens in the marketplace by demanding domestically produced goods, Hatfield stressed.

AFL-CIO Sec.-Treas. Thomas R. Donahue warned in his speech to the delegates that unless national policies are changed and many more jobs are created in the American economy, the combined loss of jobs to new technology and to excessive imports will create massive unemployment over the next several decades.

These problems must be met directly and honestly, Donahue said. The labor movement, he stressed, "will call for and be fully prepared to practice fair trade among nations. For so long as there is no fair trade, we're going to have to struggle to protect our jobs and our interests against those who seek to take advantage of us."

In addition, Donahue said, the nation must meet the problem of job creation in its own economy.

To do that, he said the nation needs "an industrial policy which is going to assist the growth of employment, and we're going to need a trade policy which implements that full employment commitment," Donahue told the delegates.

He stressed that "the only way we're going to get those things in place" is by "political action and political activism." The AFL-CIO is "starting down that road," he said, "through its pre-primary endorsement of a presidential candidate."

That choice is the labor movement's way of "calling again for policies which will create jobs for every American who wants to work, policies which can make America's promise come alive again, and make all of us once more feel like a family of people—people who care about one another, who work together and who prosper together," Donahue said.

UL&STD Sec.-Treas. John E. Mara also stressed the importance of using purchasing power to preserve jobs in his report to the convention.

"Sometimes I feel that nobody outside the labor movement has any idea that Americans live better," Mara observed, "that life is better for the average citizen because American workers are better paid than workers in most countries—and they are better paid and protected because of what unions have done."

Pointing to American industries that have been nearly destroyed by competition from imports from what he called "starving-wage countries," Mara declared: "We don't want protection; we want the right to compete on equal terms."

He urged the department's affiliates to approach employers to negotiate union label and shop card agreements and thus take advantage of the growing consumer interest in buying domestically produced goods.

TV, film, and radio

In other convention sessions, delegates participated in panel discussions that covered the increasing use of film, videotape and television by unions to inform and educate both members and the general public.

Another panel discussed the question of international trade and the difference between reciprocity and protectionism.

The delegates re-elected Hatfield, Mara and 14 vice presidents and elected three vice presidents to their first four-year terms on the department's executive board.

Re-elected were Rene Rondou, Bakery, Confectionery & Tobacco Workers; Eugene Glover, Machinists; Kenneth J. Brown, Graphic Communications International Union; Ralph A. Leigon, Electrical Workers; James J. Riley, Theatrical Stage Employes; Lynn R. Williams, Steelworkers; Thomas F. Miechur, Cement, Lime & Gypsum Workers; Carl Scarbrough, Furniture Workers; Lawrence A. Holley, Aluminum, Brick & Glass Workers; Nicholas C. Vrataric, Paperworkers; Andrew J. Swafford, Molders; Dominick D'Ambrosio, Allied Industrial Workers; Sigurd Lucassen, Carpenters; and Ole M. Berge, Maintenance of Way Employes.

Newly elected were Vincent Sirabella, Hotel Employees & Restaurant Employees; Calvina S. Little, United Garment Workers; and John A. Gannon, Fire Fighters.

Mathias warns U.S. security imperiled by sick economy

Hollywood, Fla. — America's economic erosion is endangering the security of the free world as well as wiping out the jobs of U.S. workers, Sen. Charles McC. Mathias, Jr. (R-Md.) told the convention.

"We need jobs for the 10.7 million Americans who are looking for work," he said, and "for the 6 million who are working less than full time or at skill and pay levels below their potential."

Beyond that, Mathias stressed, "we need to replace the 45 million jobs that will either vanish or change beyond recognition between now and the year 2000."

Because "the economy is the bedrock of our national security," no system of armaments can protect the United States "if our economy fails," he warned.

Mathias has had COPE endorsement based on his record in Congress, and AFL-CIO President Lane Kirkland termed labor's support for the Maryland Republican testimony to the fact that "we support and endorse the best . . . regardless of political label."

An unsound economy and the fiscal policies that have contributed to it destroy the competitive advantage that "our skilled workforce, our matchless technology and our vast natural resources give us in the world marketplace," Mathias said.

He said the nation's policy of continuing high interest rates and ballooning deficits is creating an "overvalued dollar" that puts "a hidden tax on every product or service we try to sell abroad" and creates a hidden discount on every consumer item imported into the country. It further lures money out of foreign markets at the peril of those economies.

Thus, Mathias said, to the extent the United States keeps the dollar overpriced and interest rates too high, "we worsen the debt problem of our best potential customers and dim the prospects for job growth at home."

He pointed out that in last year's budget battle, "labor's constant presence on Capitol Hill" ensured that not all of the hard-won gains of the past were lost "in the process of shrinking the federal budget to right-wing specifications."

Equalizing sacrifices

The deficit must be reduced, Mathias said. But "labor must work to assure that the sacrifices to come are apportioned equitably, that the process of deficit reduction is not so drastic that it cuts off recovery" or job opportunities.

His "favorite candidate" for bringing down future deficits, Mathias told the delegates, is the tax indexing provisions that will severely reduce revenues if allowed to go into effect.

Mathias urged labor not to focus all its efforts on the upcoming political races, stressing that "we cannot put government on hold through 1984. A world in danger of economic collapse cannot wait while we indulge our national passion for politics. And working men and women of America cannot wait."

The senator also cited the nation's role as "peacemaker" in Lebanon and warned against the gradual subversion of that role as the United States becomes "by degrees, if not by intent, a party to the hostilities." He also pointed to the challenges facing the country in Central America, Poland, Afghanistan and South Africa.

Sen. Charles Mathias

Convention asks job-linked fair trade policy

Hollywood, Fla.—The Reagan Administration's "free trade" policies have had "disastrous consequences" for the nation's economy, the convention charged as it called for a series of actions aimed at developing a "fair trade" policy.

A convention resolution defined such a policy as one "that enables this country to maintain a diversified industrial base, promotes full employment, and contributes to the betterment of workers at home and abroad."

The current Reagan Administration trade policies fail to do that, the resolution declared. It stressed that the United States must retain its manufacturing, agricultural and maritime industries and the nation's foreign trade policy "must promote—not undermine—this goal."

To achieve a policy of fair trade, the convention resolution recommended, among other things, the following actions:

- Faster and fairer International Trade Commission evaluations of the impact of imports on an industry and specific recommendation on how to alleviate the adverse effects.
- End U.S. support of International Monetary Fund loans that require the borrowing nation to increase its exports to help pay its debt.
- Enactment of domestic content laws to require companies that sell in U.S. markets to produce a fair share of parts and components in the United States providing jobs for American workers.
- Reduce the massive influx of imports affecting the textile, apparel and footwear industries.
- Provide legislative remedies to defend against industrial targeting of U.S. markets by foreign nations.
- Strict enforcement of U.S. laws that prohibit bribery of foreign officials, and strengthening of codes of conduct for multinational enterprises.

Recommended changes

The convention also recommended repeal or abolition of a number of existing agencies, policies and laws. Among these are the Overseas Private Investment Corp.; the Foreign Trade Zone Act of 1934, which exempts businesses in trade zones of foreign countries from compliance with U.S. trade laws; the Generalized System of Preferences, which now allows 140 nations tariff-free access to U.S. markets under certain conditions; Items 807 and 806.3 of the tariff schedules which reduce tariffs on products containing parts produced in the U.S., and tax loopholes, tax deferrals and foreign tax credits for multinational corporations.

Administration policies that have boosted the value of the U.S. dollar against other currencies have been a significant contributor to the crisis in trade. The Executive Council's report to the convention noted that the overvalued dollar cheapens the cost of imports while inflating the cost of U.S. exports.

To combat this, the convention recommended that the United States "pursue a policy of periodic market intervention, both unilaterally and in conjunction with other countries," to control the currency's value.

Supporting the resolution, AFL-CIO Vice President Sol C. Chaikin declared that establishment of a fair trade policy is critical to the success of any of the programs encompassed in a new national industrial policy. Chaikin, president of the Ladies' Garment Workers, said the United States has permitted a free flow of U.S. "capital, technology and know-how" around the world, and when that is combined with "cheap, cheap labor . . . every industry is vulnerable."

Vice President John H. Lyons warned that "sooner or later every trade participating in the AFL-CIO will see . . . their trade becoming more and more involved in fair trade versus free trade." The Ironworkers' president cited the competition his union is encountering, noting that all the structural steel for a 70-story, West Coast building is coming from Japanese steel that was fabricated in Korea at worker wage rates of $2 an hour. American firms do not bid against Japanese companies on projects, but rather, "we bid against Japan," which is subsidizing its fabricating plants, Lyons charged.

Overseas investments

AFL-CIO Vice President Charles H. Pillard, president of the Electrical Workers, detailed the downfall of the U.S. television manufacturers and charged that multinational corporations are taking the high technology developed in the United States and the capital that was earned here and investing them overseas.

In related resolutions, the convention condemned the efforts of the Administration to destroy trade adjustment assistance and urged that the program be restored as an effective way to aid workers" whose joblessness is due to imports.

Another resolution opposed any increase "in the importation of electricity from Canada or any other country" to stave off further dependence on foreign energy sources and halt the loss of U.S. jobs.

Costa Rica's president calls democracy only alternative

The true alternative to communism or right-wing dictatorship in Central America is total democracy, President Luis Alberto Monge of Costa Rica told convention delegates as he called on the United States for its support.

"Our peoples are not struggling to exchange a dictatorship of the right for a dictatorship of the left," he said.

"Our peoples, whether they have the support of the democracies of the world or not, will continue to struggle for freedom, fighting against all forms of dictatorship."

The false alternative of dictatorships of the right or communism brought about mistaken approaches to the problems of Latin America, Monge observed, adding that a military solution is not the way to resolve the current crisis nor bring democracy to the region.

Social and economic factors must be taken into consideration as well as military and security matters, he said. Such "positive advances" as establishment of the National Bipartisan Commission on Central America promise to bear fruit on a medium- and long-term basis, he said, but do not address immediate issues. The commission is charged with analyzing the economic and social factors embodied in the crisis in Central America and the Caribbean area.

"What is needed is a prompt economic injection," Monge said. "Financial support is necessary for programs of production and, above all, aid is needed to correct acute social imbalances, make corrections in land-holding systems, child protection and health programs, and others."

Through guerrilla warfare, communists in the region seek to overthrow oligarchical dictatorships. At the same time, communism seeks to destabilize democracies and to sabotage efforts to establish democratic governments.

Monge, who met with members of the National Commission on Central America at Bal Harbour on Oct. 2, to discuss developments in the region, warned that one of the strategies of communist totalitarianism is to "torpedo" efforts to democratize individual countries.

AFL-CIO President Lane Kirkland, a member of the commission, introduced Monge to the convention as "an old and very dear friend of the AFL-CIO, who shares with us an unswerving hostility to tyranny of both the right and the left."

Former union leader

Kirkland noted that Monge is one of only two heads of state in the world today who were former leaders of their countries' trade union movements. The other is Robert Hawke, prime minister of Australia.

Monge is a founder of the Costa Rican Federation of Labor and also has served as general secretary of the Inter-American Regional Organization of Workers (ORIT).

Monge said that to break the communist totalitarian offensive, joint action is needed by "the democracies to establish balance and fairness in international economic relations and to advance rapidly toward a new world economic order."

He assured delegates that tiny Costa Rica is defending, "and always will defend," the ideas of freedom, justice, and peace.

"We are not a military power," he said. "We are not an economic power. We are not a diplomatic power. We are proud to be a moral power, by decision of our people, who worship freedom. . . .

"You can count on that moral power that is Costa Rica in any struggle that must be waged for freedom, justice, and peace."

President Luis Monge

Tribute to Eleanor

Hollywood, Fla. — The centennial anniversary of the birth of Eleanor Roosevelt will be observed by the AFL-CIO and its affiliates on Oct. 11, 1984.

A convention resolution noted Mrs. Roosevelt's contributions to bettering the life of American workers, and urged the labor movement to participate in activities sponsored by the Eleanor Roosevelt Centennial Observance Committee from October 1983 to October 1984.

Mrs. Roosevelt, who was the wife of President Franklin D. Roosevelt and the niece of President Theodore Roosevelt, pursued her own active public career. She was a member of the Women's Trade Union League and involved in the Democratic Party. During the New Deal era, she worked on programs to aid disadvantaged youth, improve housing for the poor, and toward the achievement of equal rights for all Americans.

The resolution noted that President Harry S Truman appointed Mrs. Roosevelt a delegate to the United Nations where she served for many years as chair of the UN Commission on Human Rights.

Mrs. Roosevelt has been, the resolution pointed out, regarded as the world's "most admired woman."

Observances set for Union Label Weeks in '84-85

Hollywood, Fla. — The AFL-CIO convention endorsed resolutions designating Union Label Weeks in 1984 and 1985 and urging affiliates to participate in the upcoming AFL-CIO Union-Industries Shows.

While the "principal mandate" of the federation's Union Label & Service Trades Dept. is to promote the recognition and use of union labels, shop cards, store card and service buttons, one week is set aside each year for a special reminder of the importance of labor's historic emblems and to encourage consumers to save jobs by using their purchasing power for union-made goods and services.

The convention designated the weeks as Sept. 3-8, 1984, and Sept. 2-7, 1985, as Union Label Weeks.

The Union-Industries Show, the convention said, "is organized labor's finest example" of the best in labor-management relations, and it clearly demonstrates how these good relations benefit the consumer.

The resolution urged AFL-CIO affiliates to make "every reasonable effort" to participate in the annual exhibition and to invite fair employers to join them.

Policies sought to protect phone system quality

Hollywood, Fla. — Realistic policies to protect workers and customers of the telephone industry and to foster fair competition and growth in telecommunications are needed immediately, the AFL-CIO said in a convention resolution.

It called on Congress and state regulators to act decisively to maintain the quality of the nation's telephone system. It also expressed labor's longtime interest in preserving universal telephone service and fair rate-setting procedures.

"We support the concept of competition in telecommunications to the extent that it can contribute to innovation, efficiency, and the overall health and growth of the entire industry," the measure observed.

"At the same time, we see the need for effective regulation over aspects of the industry to ensure that all users are served."

Communications Workers President Glenn Watts told delegates that next Jan. 1 the telephone industry in the United States will be "turned absolutely upside down" as it is deregulated and the sprawling American Telephone & Telegraph Co. divests itself of its local and regional Bell System subsidiaries.

"In this great roll we're on currently about deregulation, and praying to the alter of greedy competition," Watts said, "we're in the process of dismantling the telephone system as we have known it."

Watts noted that even though there are 1,400 telephone companies in the United States, the 22 that are being divested from the Bell System serve about 90 percent of the population.

The convention resolution rejected the current philosophy of the Federal Communications Commission that business must be given excessive special incentives to continue using the nation's telephone network in the face of competitive services that bypass the network altogether.

The measure also voiced concern that the restructuring and fragmentation of the telecommunications industry threaten the quality of service commonly regarded as the best in the world.

States pressed to ratify voting rights for D.C.

Hollywood, Fla.—The AFL-CIO reaffirmed its commitment to adoption of the D.C. Voting Rights Amendment to the U.S. Constitution and urged state and local central bodies to renew their efforts toward its approval.

A convention resolution cites the District of Columbia as a region with a population greater than that of seven states, which still lacks full political representation in the U.S. Congress.

The proposed constitutional amendment to allow the District of Columbia full congressional representation, introduced five years ago, today "languishes in need of endorsement by 13 states," the resolution said, noting that only two years remain for its adoption by two-thirds of the states.

ILPA convention

Labor press changes reflected in new name

Hollywood, Fla.—Delegates to the International Labor Press Association voted to change the organization's name to International Labor Communications Association, AFL-CIO/CLC, in order to reflect the expanding use by many labor organizations of both print and electronic media.

The newly named ILCA's constitution was also amended to open membership in the association to public relations departments of AFL-CIO affiliates and other organizations that do not currently publish a paper or produce a regularly scheduled media program. The category of associate member was deleted from the constitution.

Robert Kalaski, editor of the Machinist, was elected to a two-year term as ILCA president. Kalaski, who served six years as an ILPA vice president, will succeed Diane Curry, director of publications for the Railway & Airline Clerks.

Gregory Croy, director of publications for the Food & Commercial Workers, was elected secretary-treasurer. He will succeed Susan Dunlop, an assistant editor of the AFL-CIO News, who did not seek re-election.

The new officers' terms will begin Jan. 1, 1984.

Some 150 delegates participated in the convention where programs focused on methods for expanding skills of union communicators and officers in both print and electronic media.

Union coverage

Convention sessions also dealt with libel and copyright laws applying to union publications, techniques for achieving better coverage of union positions and policies by the commercial media and ways to stretch union public relations budgets to include a wide variety of publications and other activities.

In a keynote address to the delegates, AFL-CIO Sec.-Treas. Thomas R. Donahue praised the association's plans to change its name as "another significant demonstration of the ability and the willingness of labor institutions to update and revalidate themselves in the changing workplace."

The labor press has been instrumental, Donahue said, not only in helping to inform and educate members, but also in generating the excitement and renewed spirit that has been seen in each of the three Solidarity Days, at the AFL-CIO regional conferences and throughout the labor movement over the past several years.

It will also be the job of the labor press, Donahue said, to propel members to participate in the political activities in 1984, to motivate them to register and vote to elect a president and a Congress whose "heart beats with ours."

Other elections

In other elections, nine incumbent vice presidents were re-elected to the ILCA executive council and eight new vice presidents will join the council for the first time at its meeting in January.

Re-elected were Joseph Hanafin, Canadian Machinist; Ken Germanson, Allied Industrial Worker; Richard Calistri, Labor Newspaper; Carolyn Jacobson, Bakery, Confectionery & Tobacco Workers News; Gary Hubbard, Steelabor; Rochelle Hart, Chicago Teachers Union Newsletter; Jay Bloom, Voice of Local 1, UFCW; Kim Fellner, Screen Actor, and Jean Hughes Wright, San Francisco Actor.

New vice presidents will be David Elsila, UAW Solidarity; James Earp, Engineers News, San Francisco; Jeffrey Miller, CWA News; Matthew Doherty, New York Teacher; Richard Kline, Glass, Pottery, Plastics & Allied Workers Horizons, and William Moody, Graphic Communications GraphiCommunicator.

ILPA's 11th A. J. Liebling Lecture, named in memory of the late press critic for the New Yorker, was delivered by Abe Raskin, former New York Times labor reporter and associate editorial page editor who is now with the National News Council.

Winners in ILPA's journalism and film and broadcast competitions were also honored at the convention.

International Labor Press Association Sec.-Treas. Susan Dunlop and President Diane Curry congratulate President-elect Robert Kalaski and Sec.-Treas.-elect Gregory Croy.

Delegates score moves to scuttle wage standards

Hollywood, Fla.—The AFL-CIO scored Reagan Administration efforts to undermine basic wage and labor standards, and called on Congress to enact a series of measures to halt further inroads.

"The minimum wage has been under fire as never before with an endless array of proposals for exemptions, youth subminimums as well as outright repeal," a convention resolution observed.

"Proposals have also been put forward by the Administration that would jeopardize the health and safety of youngsters and open the door to abuses and exploitation of the most vulnerable members of the labor force."

Inflation has made the current minimum wage of $3.35 an hour a mockery, the convention noted. It called for an immediate increase to $4.75 an hour to bring workers drawing the minimum wage up to the poverty income level of $9,862 a year.

Increases in the minimum wage should then be indexed to increases in manufacturing wages to remove the minimum wage from the political manipulations of the President and Congress, the resolution said.

The measure also called for a reduction in steps in the current 40-hour work week, an increase in the premium for overtime work to triple time, rejection of the proposed youth subminimum wage, and rejection of attempts to undermine needed worker protections embodied in the Davis-Bacon, Service Contract, and Walsh-Healey Acts.

Federal aid cutbacks stall progress of states, cities

Hollywood, Fla.—The progress of the nation's states and localities is being seriously threatened by the Reagan Administration's economic policies, the convention charged in a resolution calling for restoration of funds slashed from key federal assistance programs.

The convention scored the "hollow rhetoric of the Administration's 'New Federalism,'" charging the federal government's commitment to states and localities has been undercut.

The resolution called for a "return to strong and sustained overall economic growth" in the 1980s. It said the AFL-CIO jobs and stimulus program would benefit cities and their residents through community development supplemental jobs, accelerated public works, youth employment, aid for displaced workers, housing, unemployment insurance and health care.

Continued funding, at least at levels existing prior to the Reagan Administration, was strongly urged for general revenue sharing and for economic community development programs.

Preserve grants

Similarly, grant-in-aid programs vital to the rebuilding of the nation's infrastructure should be continued independent of other programs and "not be allowed to disappear or lose their national interest" through block grant consolidations, the convention declared.

The federation reaffirmed its commitment to seek legislation to deal effectively with economic dislocations and the human hardship brought on by plant closings and relocation of facilities. It also called for an employment and training policy that fully addresses the retraining and relocation needs of displaced and disadvantaged workers. Toward this end, the resolution urged that funding be "greatly increased" for training under the Job Partnership Training Act.

The convention reiterated the AFL-CIO's opposition to the creation of "enterprise zones" in which businesses would be given tax breaks and exemptions from certain laws. Such zones would result only in giveaways of badly needed public funds and "a wasteful competition for existing businesses without any net addition of jobs," the convention said.

The AFL-CIO also urged that capital and operating fund levels for mass transit programs be restored so "services can be improved, fares kept reasonable, ridership increased, pollution and traffic congestion reduced, and energy conserved."

The resolution called on states with their broader tax bases to increase their commitment to urban areas and resist the temptation to meet revenue needs solely through additional taxes and fees on the goods, services and homes of working people.

The resolution urged that the basic tax structures of the states and localities be made more equitable and more productive through greater reliance on progressive income taxes and reforms in sales and property taxes.

In its report to the convention, the AFL-CIO Executive Council noted that after accounting for inflation, federal aid to states and localities was cut 5.3 percent in 1981 and 12.2 percent in 1982.

Convention reaffirms solidarity with Histadrut

Hollywood, Fla.—The AFL-CIO renewed its pledge of solidarity with Histadrut, the general labor federation of Israel, and urged its affiliates to do what they can to support the educational and cultural programs of the Israeli labor movement.

A resolution adopted by the convention noted that Histadrut's efforts have been aimed at building a democracy, and that American labor has long given moral and financial support to its wide-ranging programs.

The resolution reaffirmed the policy expressed by Federation President Lane Kirkland: "The AFL-CIO will, as it always has done, do its level best to keep America on the side of freedom and the side of Israel."

AFL-CIO news

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Vol. 28, No. 40/41 SATURDAY, OCTOBER 15, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
American Federation of Labor and Congress of Industrial Organizations

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To revive merchant fleet

Maritime Trades ask long-range program

Hollywood, Fla.—The AFL-CIO Maritime Trades Dept. affirmed its commitment to a strong, effective and efficient American-built and operated merchant fleet, and called on the Reagan Administration to adopt a long-range maritime program toward that end.

At its biennial convention here, the department also voiced its opposition to any governmental actions that in any way dilute or eliminate currently established maritime programs.

Since its last convention, an MTD resolution noted, "we had great hope that the even-then declining position of the U.S.-flag fleet would be reversed by the newly elected President's pledge to revitalize America's maritime and shipbuilding industries.

"Instead we have seen an increasingly incoherent and piecemeal approach to maritime policy due in part to the movement of the Maritime Administration from the Dept. of Commerce to the Dept. of Transportation."

Never before has America's merchant fleet been so important, the resolution observed. Yet, at a time when the U.S.-flag fleet is shrinking and American shipyards are closing for lack of work, the fleet and shipbuilding industries of the non-democratic world are expanding at an alarming rate, MTD pointed out.

The USSR, for example, has made remarkable advances into international shipping, the resolution noted. The Soviet fleet has increased more than five-fold since the early 1960s, placing it well ahead of the United States.

Policy needed

"This set of circumstances creates an urgent need for a new comprehensive and positive U.S. maritime policy, shaped to the needs of this country's economic and political position in the world," the resolution declared.

Such a policy should consist of an adequate, efficient and modern fleet with a pool of well-trained men and women to crew the vessels, government subsidies of merchant fleet operations and shipbuilding industries, a well-balanced cargo policy and renewed efforts to encourage the expansion of the U.S. fishing and canning industries, the MTD measure said.

In other business, the 182 delegates to the two-day convention acted on an additional 100-plus resolutions, re-elected officers, heard speakers outline political and legislative problems facing labor, and received special reports on the Reagan Administration's record of broken promises in maritime matters and the massive job dislocation threatened by new technology.

In his report to the delegates, MTD President Frank Drozak noted that in spite of the recent dip in the national jobless rate some 10.6 million Americans remain unemployed, another 1.7 million have become so discouraged that they have stopped looking for work and 5.6 million more are working part-time jobs when they want full-time employment. Unemployment in the maritime industries, he said, exceeds the national level of 9.3 percent.

Drozak, who is also president of the Seafarers, assailed the Reagan economic program and urged the delegates play a major role in the upcoming political campaign.

Mobilizing voters

"Our work begins today for the 1984 elections," he stressed. "Our victories in 1984 will come from mobilizing the millions of Americans who have simply had enough."

AFL-CIO President Lane Kirkland, told MTD delegates that "political action again holds the key to progress in all the other areas that concern labor—at the bargaining table, in the legislatures and in national social and economic policy.

"Our premise is that America's greatest need is for national leaders who understand that the business of government is to advance the interests of all the American people and not merely the rich and the powerful."

Other speakers included President Robert Georgine of the Building & Construction Trades Dept. and Treas. John J. Magee of the Air Line Pilots.

Magee decried the recent shooting down of a Korean Air Lines passenger plane, with the loss of 269 lives and introduced a resolution calling on the Administration to "vigorously pursue a detailed and accurate explanation of this heinous incident and a formal apology and full compensation to the families."

Other resolutions the convention adopted called for enactment of the Competitive Shipping & Shipbuilding Act introduced in the House by Rep. Lindy Boggs (D-La.) to revitalize America's merchant marine and shipbuilding industries; opposed the export of Alaskan oil, and urged an import quota on ammonia and nitrogen from the Soviet Union.

Delegates re-elected Drozak to his first full term as president, and Vice President Stephen J. Leslie and Executive Sec.-Treas. Jean Ingrao to their second full terms.

MTD comprises 43 national and international unions representing 8.5 million workers spanning the maritime, transportation, service, industrial, and construction trades.

Maritime Trades helm

Top officers of the Maritime Trades Dept. are sworn in following their re-election to four-year terms at the department's convention in Hollywood, Fla. MTD General Counsel Howard Schulman, left, swears in Vice President Stephen Leslie, President Frank Drozak and Executive Sec.-Treas. Jean Ingrao.

Federal compensation plan sought on job-related disease

Hollywood, Fla.—A comprehensive federal program to adequately compensate workers and their families in cases of disability or death from occupational disease was pressed by the AFL-CIO convention.

A resolution dealing with the broad area of workers' compensation also reaffirmed labor's support for enactment of minimum federal standards that state workers' compensation laws would have to meet. But it recognized that there is little likelihood of federal standards soon and urged affiliates to continue their efforts "to maintain existing protections and wherever possible, improve upon them."

In its report to the delegates, the AFL-CIO Executive Council noted that workers' compensation "benefit standards in many states remain woefully deficient, coverage is not universal and full compensation for the effects of occupational disease is non-existent."

The report added that the 19 recommendations of the 1972 National Commission on State Workers' Compensation Laws have been met in only one state—New Hampshire.

In calling for a federal compensation program for victims of occupational diseases, the convention urged that it "provide initial coverage of known occupational health hazards and coverage through administrative action of additional hazards as they become known."

The resolution condemned the efforts under way in some states to weaken existing workers' compensation laws. Florida's wage loss compensation system, in which workers who suffer permanent partial disability must prove a loss of wages in order to be compensated, is now being looked at as a model law by other states, including Louisiana which recently adopted it over the strong opposition of the labor movement.

The Florida statute also grants impairment benefits only in cases of amputation, at least 80 percent loss of vision, or serious or facial disfigurement.

The convention charged that this "inequitable approach to compensation for permanent partial disability" fails to consider the full impact of these disabilities on future earning ability.

Transportation needs called critical

Hollywood, Fla.—The AFL-CIO called for a rebuilding of the nation's transportation system, warning that further deterioration of the maritime industry, airlines, intercity busing and railroads will only threaten the economy and the country's competitiveness in the world.

A convention resolution pointed out that, in spite of its central importance, many elements of the transportation network have been deteriorating "as a result of sky-high interest rates that retard investment, improper budget and tax policies, reductions in government standards, unfair foreign competition, and the diversion of investment funds to non-transportation activities by private firms."

Specific actions urged by the convention include:

- Enforcement of existing maritime laws and regulations and enactment of legislation to revitalize the industry.
- Restoration of a sound airline regulation system and adequate funding for the nation's passenger rail system.
- Assurances that railroad workers receive benefits and protections to which they are entitled.

In its campaign to phase out transportation programs, the Reagan Administration has failed to recognize the importance of transportation to the nation's defense and its economic well-being, the convention resolution charged. It said "excessive and unwarranted reliance" has been placed on deregulation.

In the maritime sector, the policies of the Administration must be reversed and new programs to build up the country's merchant marine installed, the AFL-CIO said. It called for strict enforcement and strengthening of existing maritime laws and regulations, especially the Jones Act requirements on intra-U.S. shipping.

Passage of the 1983 Competitive Shipbuilding Act is centrally important to the maritime industry, the resolution stressed. The legislation would require a fair share of all bulk cargoes involved in U.S. foreign trade to be borne on U.S.-flag vessels.

Maritime Trades Dept. President Frank Drozak told delegates the problems addressed by the resolution affect every union worker. "If we had a shipbuilding base and a maritime industry, it would create thousands and thousands of jobs in allied industries throughout the country," he said.

In the airline sector, the resolution noted that deregulation of the industry has created extensive disruption and turmoil for the economy. It called on Congress and the Administration to take immediate action to repeal the Deregulation Act of 1978 and restore a sound regulatory system to the airlines.

Uneven development

The resolution charged that the Administration's campaign to deregulate intercity busing would cause the abandonment of marginal routes serving less populated areas, while excess capacity would probably result on more profitable routes.

The convention resolution also pointed out that because of neglect by the private sector, the nation's railroads are in a severely deteriorated condition. It called for the federal government to step in to ensure that the railroad system is adequately maintained and efficiently operated.

Other measures

In related resolutions, the convention denounced proposals to give permanent authority to U.S.-flag subsidized operators to build, rebuild, or acquire ships from foreign shipyards and still receive operating differential subsidies from the government; urged Congress to enact legislation providing that where private industry seamen receive increased benefits the cash equivalent for such benefits be also received by federal civilian seamen as part of their wages, and that Congress and the Administration reaffirm and strengthen their commitment to a national mass transportation policy that will make available resources to build and maintain mass transit facilities and services to meet the nation's needs.

Construction workers backed on picketing

Hollywood, Fla.—Construction workers should have the same right of peaceful picketing as workers in other industries, the AFL-CIO affirmed.

A convention resolution noted the long campaign to get Congress to reverse the Supreme Court decision that barred picketing at construction sites used by more than one contractor or subcontractor. The "situs picketing" bill that labor has supported to restore picketing rights passed Congress in 1975 but was killed by a veto from President Ford.

The legislation is still needed and should be enacted, the AFL-CIO urged.

Patent rights payments asked for employees

Hollywood, Fla. — Stronger laws are needed to assure fair compensation to employees who come up with inventions that benefit their companies, the AFL-CIO convention said.

The issue of ownership and the amount companies should pay workers for inventions has been "virtually ignored under existing patent law," a resolution declared. Legislation introduced by Rep. Robert W. Kastenmeier (D-Wisc.) would improve the system, the convention said.

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LEGISLATIVE ALERT!

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Labor-Management Group co-chairmen AFL-CIO President Lane Kirkland and Exxon Chairman C. C. Garvin, Jr., left, with Prof. John Dunlop.

Asks 15-year program

Labor, business panel sets rebuilding goals

By James M. Shevis

A panel of top labor and management leaders warned that deterioration of the nation's infrastructure—its highways, bridges, water supply systems and waste water treatment facilities—demands immediate attention and called on the government to boost spending for repairs and maintenance by $9-$11 billion a year over the next 15 years.

"Dam and bridge failures from coast to coast, water main ruptures in major cities, and a magnificent but seriously worn national highway network are a few of many examples of the tragic deterioration of the nation's physical plant," the Labor-Management Group said in an analysis of the underlying causes of the problem.

At a Washington news conference called to announce the panel's policy recommendations, AFL-CIO President Lane Kirkland and Exxon Co. Board Chairman C. C. Garvin, Jr., said that higher public investments "are of critical importance to public health and safety and to the national economy and its ability to provide jobs for Americans."

The panel is co-chaired by Kirkland and Garvin and coordinated by Harvard Prof. John T. Dunlop, a former Labor Secretary.

"Deterioration of some parts of the nation's infrastructure has begun to affect industrial productivity," the panel warned.

It said, however, that while roads, bridges, water supply systems and waste water treatment facilities urgently require attention, the task is "manageable."

"Solving current infrastructure problems, however, will require dedication and a sizable increase in public spending."

Potential improvement

The panel also found reasons to believe there is substantial potential for more efficient and effective management of the nation's key public facilities which could reduce the amount of funds needed.

"Although the challenge is large, there is evidence of important progress toward a solution," the report said. "However, the nation dare not shrink from the task of renewing those public investments; nor is there any need to doubt that current deterioration can be reversed and that adequate facilities can be provided and maintained for future generations."

The report recommended that the additional funds come from user fees. User fees are widely applied already, but the group said it found clear evidence that significantly broader and more consistent applications of such fees may be possible. The group said that new user fees or increases in existing fees should be considered on a case-by-case basis, recognizing

Continued on Page 4

Rev. King holiday conveys a special meaning for labor

By David L. Perlman

America will have a new national holiday, starting in 1986, to honor Dr. Martin Luther King, Jr., the civil rights martyr who helped tear down the barriers of racial segregation and discrimination.

President Reagan said he will sign the legislation although, he told a news conference, he still doesn't approve of creating a new legal holiday. The one-sided vote in both the House and Senate was more than sufficient to have overridden a presidential veto.

The measure designates the third Monday in January, beginning two years after enactment of the law, as a legal holiday titled "Birthday of Martin Luther King, Jr."

The AFL-CIO testified for the King holiday bill and a resolution adopted by the federation's convention earlier this month stressed the special meaning that King's life—and death—had for the trade union movement.

He was slain in 1968 while in Memphis on a mission of support for sanitation workers striking for union recognition and collective bargaining rights. The march of sanitation workers that he had come to Memphis to lead became an outpouring of 40,000 mourners and led to a settlement, ending the 65-day walkout with a first contract for Local 1733 of the State, County & Municipal Employees.

The Montgomery, Ala., minister, whose leadership of a bus boycott that challenged the South's strict segregation pattern first brought him national attention, had marched at labor's side throughout his public career.

Convention speech

In a 1961 speech to the AFL-CIO convention, he said black Americans "support labor's demands and fight laws that curb labor" because they are "almost entirely a working people" and share common goals for "decent wages, fair working conditions," and a better life.

This "duality of interests," King said, "makes any crisis which lacerates you, a crisis from which we bleed."

The Reagan Administration had sought to sidetrack the move for a legal holiday by substituting a bill to create some form of commemorative Sunday.

But House leaders brought the resolution establishing a holiday to the floor in early August and put together the two-thirds majority needed to pass it under a no-amendments procedure. The vote was 338-90, with 249 Democrats and 89 Republicans supporting the measure, 13 Democrats and 77 Republicans opposed.

In the Senate, Sen. Jesse Helms (R-N.C.) first mounted a filibuster to block action on the bill and denounced King as an "associate" of communists.

Helms outraged his colleagues with his attempt to smear King's memory and the Senate rejected, 76-12, his motion to send the House-passed bill to the Judiciary Committee for hearings to explore allegations against King. President Reagan, however, made a point of defending the "sincerity" of Helms.

Strong vote for passage

The Senate then rejected by one-sided margins various attempts to dilute the holiday bill, and passed it intact by a 78-22 vote.

The Senate rejected by one-sided margins various attempts to dilute the holiday bill, and passed it intact by a 78-22 vote. It was supported by 41 Democrats and 37

Continued on page 9

Court, Congress back HRDI stand in funding battle

The AFL-CIO won a first-round court victory and a strong congressional assist in an effort to prevent a 75-percent funding slash that would come close to demolishing the Human Resources Development Institute, the trade union movement's employment and training arm.

The severe cutback from the previous year's funding was imposed by the Labor Dept. despite clear, bipartisan signals that Congress wants HRDI maintained to give balance to the new Job Training Partnership Act, which is keyed to private sector programs.

It would compel an immediate shutdown of HRDI's field operations and severely reduce Washington-based services, Director Michael Arnold said in an affidavit supporting the AFL-CIO's request for court intervention.

U.S. District Judge John H. Pratt granted a one-week reprieve, a temporary restraining order scheduled to expire Oct. 21. It was needed, Judge Pratt said, to

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Vote nears on jobless aid extension

A House-Senate conference committee agreed to an 18-month extension of the recession-born program of Federal Supplemental Compensation for the long term unemployed and final congressional action is expected in time to avoid a cutoff of benefits.

Still unsettled was the question of additional weeks of FSC entitlement for workers who had exhausted their benefits under the expired program and are still without jobs. The conferees were meeting to resolve that issue when the AFL-CIO News went to press.

The provisions already agreed to in conference will assure that, for at least another 18 months, jobless workers who have used up their 26 weeks of state unemployment compensation will be eligible for another eight to 14 weeks of FSC payments, depending on the unemployment rate in their state.

The measure makes some improvements in the present formula for determining the weeks of FSC benefits authorized in each state on the basis of the insured unemployment rate, although not as much as the House had proposed.

It is clearly superior, however, to the Reagan Administration's original proposal for an FSC extension, which would have held payments to six weeks in most states.

Opposition to an FSC extension largely evaporated as it became evident that Congress had virtually wiped out the permanent program of 13 weeks of extended unemployment benefits that are supposed to be triggered in the states by high unemployment.

Changes in the trigger formula enacted early in the Reagan Administration set the qualifying rate so high that only West Virginia still pays extended benefits even though unemployment nationwide remains close to a post-Depression record.

The AFL-CIO had pressed for restoration of the extended benefits but the con-

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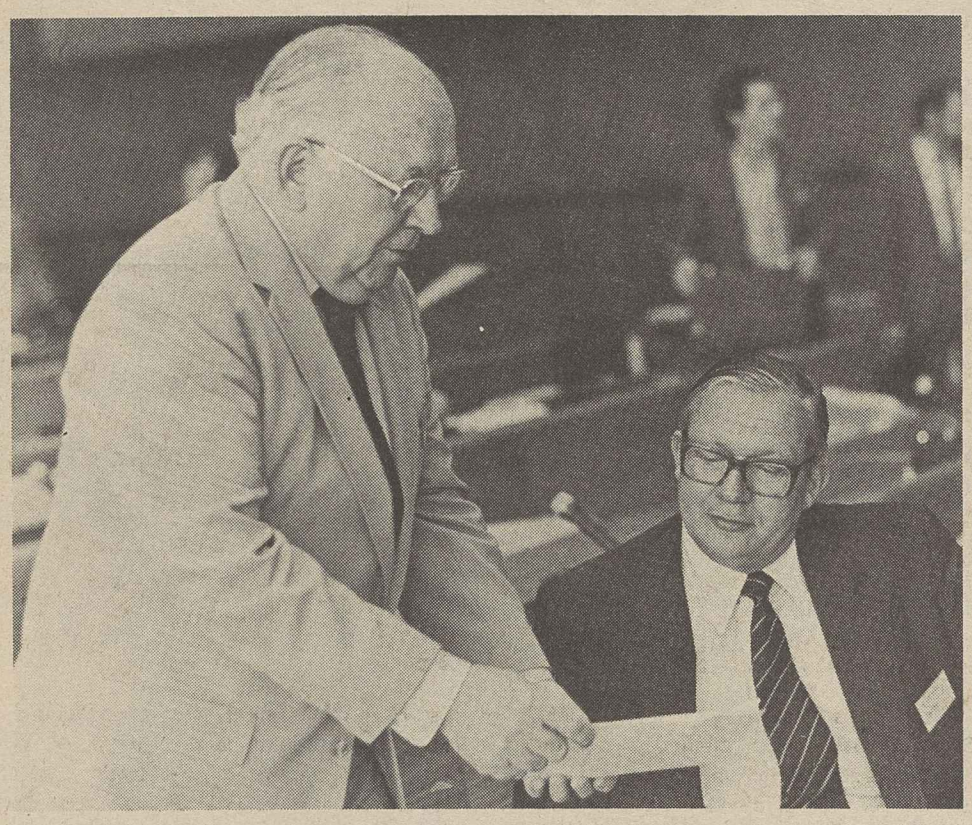
The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

10/22/83



Conferring during the International Labor Organization metal trades conference are Steelworkers International Affairs Director Francis X. Lunney, left, and Machinists International Affairs Director Benjamin A. Sharman.

ILO conference asks study of impact of multinationals

Geneva—A 26-nation International Labor Organization conference has called for a strict monitoring of the impact of multinational corporations on the lives of metal trades workers.

The trade union, employer and government delegates at the 10-day session of the ILO metal trades committee urged the agency's Governing Body to update studies on the "social and labor practices" of the border-jumping firms.

Such ILO studies should be accompanied by research concentrating on the "major employment and social implications" resulting from the role of multinational in restructuring the industry, the committee said.

The call for action by the ILO came in a resolution in which the committee noted the "impact of multinational enterprises on employment and working conditions in all parts of the world."

The resolution pointed out that the growth of frontier-spanning companies in the metal trades is raising issues with "increased worldwide ramification" for workers.

The resistance of employer delegates to discussion of the problems posed by the multinationals was an obstacle that the worker delegates had to overcome, said Benjamin A. Sharman, international affairs director of the Machinists.

Donald Stillman, director of governmental and international affairs for the Auto Workers, and Francis X. Lunney, of the Steelworkers, also were in the U.S. worker delegation.

Sharman, who served as vice chairman of the committee, was instrumental in bringing up the question of collective bargaining in the metal trades industry for debate.

The International Metal Workers Federation had prepared such a complete brief for the session that "we got in all our points during the debates and came out very well in the report to the Governing Body," Sharman said.

The worker delegates also got the committee to agree that reduction of the workweek as a weapon against unemployment is a legitimate objective at the collective bargaining table.

The worker representatives succeeded in having included in the conference's findings that the questions of both individual and collective dismissals could be covered in collective contracts.

The committee agreed that the survival of individual firms in the metal trades can depend largely on their ability to adapt to technological change.

Nevertheless, it was recognized on the insistence of the workers that because of the impact on jobs of technological developments, framework pacts for dealing with the changes in workers' lives that can result from such developments could be the subject of collective bargaining.

Lunney said that although employer delegates insisted all bargaining be conducted at the local level, the worker position provided that collective bargaining could be held at all levels, including international.

45,000 covered

Machinists win pacts at Lockheed, Boeing

The Machinists negotiated a new three-year agreement with the Lockheed Corp., for some 25,000 IAM members that is expected to set a pattern for wage and benefit improvements in the aerospace industry.

Meanwhile, IAM members approved a three-year settlement providing wage and cost-of-living increases for 20,000 Boeing workers in Seattle, and the Auto Workers struck McDonnell Douglas Corp. facilities in Oklahoma, California and Arkansas.

The Lockheed workers employed at Marietta, Ga., and Burbank and Sunnyvale, Calif., will vote on the agreement Oct. 23. Their old contract expired on Oct. 1, but workers stayed on the job until a new contract was negotiated.

Details were withheld by the union until members were provided the data, but the settlement is recommended for acceptance unanimously by the IAM's bargaining committee.

The Lockheed agreement follows IAM's recent settlement with Boeing, a pact that provides a cost-of-living raise of 3 percent each year, a 3-percent lump-sum payment this December, and an additional hourly raise in certain top pay grades. The Boeing contract cut wages for newly hired, less skilled workers, however.

Under the new contract, health care coverage is expanded, a new joint committee to keep health costs down is established, pension benefits are increased, and a joint training advisory committee is set up to develop programs that will be funded by the company.

Rejected offer

The UAW went on strike Oct. 17 against McDonnell Douglas at three locations after representatives of the 6,600 workers involved unanimously rejected the company's proposal for a new three-year contract.

The strike affects 4,900 UAW workers at McDonnell's commercial aircraft unit in Long Beach, and employees at one plant in Tulsa, Okla., and one plant in Melbourne, Ark. The previous contract expired Oct. 17.

UAW President Owen Bieber and Sec.-Treas. Raymond Majerus, director of the union's aerospace department, said the firm's insistence on instituting a retrogressive wage formula and other takeaways was key factor in the breakdown of negotiations.

"The company's proposal would move us back into the dark ages," Bieber and Majerus said.

They said the company's offer would undermine cost-of-living allowance protection, turn the company's back on the needs of retirees, and ignore retraining programs, and other measures to protect job security as aerospace shifts to greater uses of high technology.

The McDonnell strike was being watched closely by the Machinists, which is currently negotiating a contract for 3,000 of its members at plants in Torrance and Huntington Beach, Calif. The contract expires Oct. 23. Also, an IAM contract for 10,000 IAM members at McDonnell's facility in St. Louis will expire next May.

In the airline industry, bankruptcy court files in Houston revealed that Continental Airlines, which had tried to keep the figures secret, had a $14-million cash balance and a $50-million cash reserve at the beginning of October when it filed for Chapter 11 protection under the Bankruptcy Code.

The Air Line Pilots, one of three unions on strike against Continental, on Oct. 14 presented the airline with a proposal for a 7-percent pay increase and shorter working hours over the contract in force when the carrier filed for bankruptcy.

Conferees near final action on jobless aid bill

Continued from Page 1

gressional consensus was to avoid risking a White House veto.

The new legislation provides a minimum of eight weeks of FSC entitlement and a maximum of 14 weeks as under present law.

More states would be able to qualify for a larger number of weeks, however, since either of two measures could be used to qualify for either 12 or 14-week durations.

The 14-week maximum would be paid in a state with an average insured unemployment rate (IUR) of 6 percent over a 13-week period or if its IUR had averaged 5.5 percent since January 1982. That latter formula would qualify more states that had severe employment earlier in the recession.

For 12-week eligibility, the 13-week formula would require a 5 percent IUR, while the average since January 1982 would only have to be 4.5 percent.

The House-Senate conference came close to deadlocking over the issue of "reachback" weeks of eligibility for workers who have already received FSC benefits.

Auto content bill

In another employment-related area, House leaders are preparing to bring to the floor the labor-urged bill to set domestic content requirements for automobiles sold in the United States.

The domestic content requirement would be tied to the volume of cars sold in the U.S. market, and the AFL-CIO has estimated that its enactment would generate one million U.S. jobs in the many auto-related industries.

It would encourage foreign producers to build cars in this country, AFL-CIO Legislative Director Ray Denison wrote House members. And it would assure that multinational companies use American-built parts instead of just assembling imported components, he noted.

The bill, similar to a measure passed by the House in the lame-duck session of the previous Congress, comes to the floor with the endorsement of the House Commerce Committee and the opposition of the Ways & Means Committee.

Latin Labor Council urges vote on immigration reform

The Labor Council for Latin American Advancement has urged House Speaker Thomas P. O'Neill, Jr., to allow a vote on immigration reform legislation.

O'Neill said he would not bring a Senate-passed immigration bill to the House floor this year because of opposition of Hispanic groups to various provisions and because there was "no constituency" for the measure.

LCLAA President Henry L. Lacayo and Executive Vice President Jack F. Otero wrote O'Neill that he was absolutely mistaken.

"The overwhelming majority of Hispanics in this country want immigration legislation" and would support a strong bill that included sanctions against employers and an employment identification system, they declared.

Hispanics also support a generous amnesty program for persons who came illegally to the United States but now have established themselves in this country, the two union leaders said.

Wide support

Otero was a member of the bipartisan presidential commission appointed in the Carter Administration whose recommendations largely shaped the legislation before Congress. The "constituency for the bill," the LCLAA officers said, includes the AFL-CIO "and millions of union members who see their jobs and work standards threatened."

The AFL-CIO convention earlier this month took a similar position in support of immigration reform and opposed to revival of a "bracero" or "guestworker" program allowing U.S. employers to bring in temporary workers from other countries.

During the convention discussion, Otero charged that some of the Hispanic organizations fighting strong legislation represented the interests of agricultural employers looking for cheap labor.

Japanese auto export restraint sought

The AFL-CIO has urged President Reagan to press Japan for a voluntary commitment to restrict automobile exports to the United States to current levels or below.

In a letter to Reagan, AFL-CIO President Lane Kirkland stressed that "despite some recent improvements, domestic auto sales and employment remain at depressed levels."

Failure to renew the "voluntary restraint agreement" with Japan for at least two years "would have a serious impact on thousands of American workers in the auto, steel, electrical equipment, mining, plastics, rubber and other industries."

He urged that the level of imports be kept at 1.68 million units or less, noting that a rise to 2 million units as has been mentioned "would cost our country nearly 100,000 jobs, further widen our staggering trade deficit with Japan," and threaten the nation's "fragile economic recovery."

HRDI backed in battle over funding level

Continued from Page 1

prevent "irreparable harm" to HRDI programs and to the public.

The Labor Dept. complied with an additional week's funding but prepared to argue in court against a more permanent order.

Meanwhile, a House-Senate conference committee took two big steps to send an unmistakable message to the Labor Dept. as to the mandate of Congress.

First, it included in appropriations for the Labor Dept. funding levels for national programs such as HRDI adequate to avoid cutbacks.

And then, the House and Senate members of the conference committee agreed on language in their report that could not be misinterpreted:

Cited for funding

"The conferees direct that ongoing special national programs be maintained, including specifically maintaining funding at fiscal year 1983 operating levels for the Human Resources Development Institute" and two other programs—70,001 Ltd. and the National Displaced Homemakers Network.

HRDI President Alan Kistler said the Labor Dept. funding cut "just doesn't make sense" in view of the "indispensable role of organized labor" in making the Job Training Partnership Act effective.

The new law, which both the AFL-CIO and the Administration helped shape, calls for "an active and effective" trade union participation, Kistler stressed. Yet "if we had not obtained relief through the courts, an instrument of proven effectiveness would have been dismantled." Kistler is director of the AFL-CIO Dept. of Organization & Field Services and HRDI is supervised by a board of trustees headed by Federation President Lane Kirkland.

Conservative support

The AFL-CIO viewpoint on the role of HRDI in the new job training program was reinforced by a conservative Republican senator who was a co-sponsor of the legislation.

In a letter to Labor Sec. Raymond J. Donovan, Sen. Dan Quayle (R-Ind.) urged the importance of continuing HRDI's funding levels.

"HRDI provides technical assistance, education and training to assist labor organizations across the country to actively participate in the operation of local job training programs," Quayle noted.

"We need the continued assistance of HRDI," he wrote Donovan.

Perversion of bankruptcy law

AFL-CIO President Lane Kirkland leads a high-level union delegation to tell House Speaker Thomas P. O'Neill, Jr., of labor's concern over abuse of federal bankruptcy law by companies trying to use it to ear up union contracts and dictate wages and working conditions. The delegation included presidents of seven AFL-CIO unions, Sol C. Chaikin of the Ladies' Garment Workers; Richard I. Kilroy of the Railway & Airline Clerks; William W. Winpisinger of the Machinists; William G. Lindner of the Transport Workers; William A. Gill of the Flight Engineers; Henry A. Duffy of the Air Line Pilots, and William H. Wynn of the Food & Commercial Workers.

Panel to study railroad jobless benefit reforms

A five-member panel is being set up to study the railroad industry's unemployment insurance system and make recommendations for reform.

Representing labor on the Railroad Unemployment Compensation Committee are President Richard Kilroy of the Railway & Airline Clerks and President John Sytsma of the unaffiliated Locomotive Engineers. President William Dempsey of the Association of American Railroads and Chairman Charles Hopkins of the National Railway Labor Conference represent the railroads.

The four are expected to agree shortly on the fifth member who is not linked to the interests of employers or the unions.

The committee was established under a law signed Aug. 12 to salvage the Railroad Retirement System from threatened bankruptcy. As part of the pension refinancing, the Reagan Administration proposed that changes in the industry's unemployment insurance program also be included in the legislation because of its precarious fiscal condition.

The study committee must report to Congress not later than next Apr. 1. Under the new law, the panel is to recommend "alternatives to the railroad unemployment insurance system such as covering railroad employees under the federal-state unemployment compensation system."

GM settlement seen widening jobs for women, minorities

Detroit—The Auto Workers welcomed the settlement of a major discrimination suit against General Motors Corp. as a chance to expand and enhance existing programs to give more advancement opportunities to minorities and women.

The company and the UAW signed an agreement with the Equal Employment Opportunity Commission which ends a 10-year investigation of charges that the company discriminated against women, blacks and Hispanics in employment practices. Under the terms of the agreement, GM will spend $42.5 million over five years in programs to expand hiring, training and promotion of women and minorities. The EEOC said it is the largest out-of-court settlement of an employment discrimination case.

UAW President Owen Bieber stressed that the EEOC "did not establish any violation of the Civil Rights Act on our part. In fact, we were working with GM well before the Civil Rights Act was passed in 1964 to expand apprenticeship, employee-in-training and other opportunities for minority workers in UAW-represented units."

Bieber pointed out that the major part of the financial settlement agreed to by GM involves salaried and supervisory employees. The UAW has no financial obligations under the settlement, and the EEOC agreement noted that the UAW was not and is not involved in any of GM's policy decisions regarding salaried and supervisory workers.

The EEOC originally included the UAW in the complaint out of concern that contract clauses dealing with selection and promotion of apprentices and journeymen, based on seniority, might affect women and minorities.

UAW Vice President Donald F. Ephlin, who heads the union's General Motors department, said that the settlement with the EEOC preserves the integrity of national and local contracts with the company.

He said the company's settlement with the commission was accomplished with "bold and forward-looking initiatives."

Major provisions of the agreement set numerical goals for the hiring, training and promotion of women and minorities, particularly in "white collar," salaried positions.

Scholarship funding

The company will also give $15 million in endowments and scholarships to colleges and technical schools, earmarked primarily to assist GM employees and their families.

Funds were set aside to resolve pending, and possible future, cases where back pay is merited.

GM will make grants to promote certain minority business enterprises, pay for a number of female and minority executives to attend universities to improve management skills, pay for training workshops to train clerical workers for better, higher-paid jobs, institute programs to train—or in some cases retrain—women and minorities for supervisory jobs in manufacturing operations and to recruit and train women and minorities for skilled trade positions.

Recovery leaving the jobless behind

While the economic picture continued to brighten in some respects, millions of Americans remained out of work or were drawing unemployment benefits as the effects of the Reagan Recession lingered on.

And even as the government reported the economy grew at a healthy 7.9 percent annual rate in the third quarter of the year, new housing construction fell 13.5 percent in September.

In a report on joblessness in the 50 states in the year ended in August, the Bureau of Labor Statistics said that the labor market deteriorated in 10 states and the District of Columbia. Two states reported increases of two percentage points or more — Oklahoma, where unemployment rose 2.2 percent to 8.2 percent, and West Virginia, where unemployment rose 3 points to 16.7 percent.

Highest rate

West Virginia continued to have the highest jobless rate, 16.7 percent, followed by Michigan, with 13.4 percent.

Of the 83 metropolitan areas registering over-the-year increases in unemployment in August, 15 posted increases of two percentage points or more. The largest rises were in Waterloo-Cedar Falls, Iowa, 10.6 percent, and Laredo, Tex., 9.5 percent.

BLS said that, including Laredo, six of the 15 metropolitan areas reporting increases of more than two percentage points in August were in Texas, four in Pennsylvania, and two in West Virginia, while Oklahoma, Louisiana, and Iowa each had one area with a more than two-point increase.

Unemployment in 40 of the 50 states was lower in August than a year earlier and joblessness in a half-dozen eastern states registered sharp declines, BLS said.

Meanwhile, initial claims for unemployment insurance benefits rose to 413,000 for the week ended Oct. 8, a increase of 10,000 over the week. New claims have hovered around 400,000 for months.

In other economic news, the Federal Reserve Board said that industrial output in September rose by a strong 1.5 percent. The Fed reported that particularly strong gains were recorded in automotive products and business equipment. All market groupings, however, showed improvement. Consumer goods rose 1.4 percent, business equipment 2.3 percent, and miliary and space 1.2 percent.

Also on the plus side, wholesale prices overall rose only two-tenths of 1 percent in September. Food prices surged but declines in costs for new cars and gasoline helped hold down the government's producer price index for finished goods.

Food prices last month rose seven-tenths of 1 percent, the most since the 1.1-percent gain of April and almost double the four-tenths of 1 percent in August. In particular, prices of fresh vegetables soared 16.3 percent, about the same as the 16.5 percent of the previous month.

Model closeout

Prices of new cars dropped 2.1 percent, mostly because of special deals designed to "close out the 1983 model year," BLS said.

In its report on economic growth during the July-September quarter, the Commerce Dept. said that inflation as measured by the government's "implicit price deflator" remained about the same. Prices according to this broadest measure of inflation rose 3.4 percent, compared with 3.3 percent in the second quarter.

Chicago school board refuses to raise offer

Chicago—The Chicago Teachers Union took its strike for fairer wages into its third week as the Board of Education refused to budge from its last offer of a 1-percent salary increase.

The AFT walkout in the nation's third largest school district began on Oct. 3, and involves some 27,000 teachers and 11,000 other board employees.

Negotiators met three times last weekend. This week's talks were expected to be crucial.

Meanwhile, in Los Angeles, school teachers reached a tentative accord that will give them their first raise in two years. A one-year contract, which is expected to go before members of the United Teachers of Los Angeles for ratification over the next two weeks, provides a pay raise of 8.15 percent immediately and a bonus of five-tenths of 1 percent.

Health hazards of video display terminals are described by Dr. Arthur L. Frank, right, of the University of Kentucky. He was accompanied at House hearings by Newspaper Guild Research Director David J. Eisen and TNG President Charles A. Perlik, Jr., background, who also testified.

Cost to economy cited

Video terminal users suffer more lost time

Health problems workers encounter from exposure to video display terminals may be causing severe losses to the nation's economy, a House subcommittee was told.

Dr. Arthur L. Frank, reporting a key finding of a study by the Mount Sinai School of Medicine and the Newspaper Guild, disclosed that "VDT users lost more time from work than did non-users."

He told the House Health & Safety subcommittee the problem should be studied further since "multiplied by the millions of workers involved," the cost is "quite large."

Future tool of millions

And Newspaper Guild President Charles A. Perlik, Jr., stressed that "the health and safety implications of a machine that will become the occupational tool of 40 million workers in the next decade cannot receive too much attention." He urged that the National Institute for Occupational Safety & Health be given adequate funding to continue its VDT research, particularly its study of birth abnormalities.

Perlik noted that the Guild has drafted a model VDT health and safety bill patterned after measures adopted by several European countries.

Frank, who now is head of the Dept. of Preventive Medicine & Environmental Health at the University of Kentucky, reviewed the results of a health-effects survey conducted among more than 1,100 Guild members in locals at Memphis, Tenn., Hawaii, St. Louis, Southern Ontario, Vancouver-New Westminster, B.C., and news wire services. Frank was in charge of the 2½-year study while at Mount Sinai.

Large cost

He reported that more VDT users "were absent from work three or more times in the preceding two-year period than non-users. For those reporting on total days lost from work over that two-year period, VDT users were absent more than one-half day longer on average than non-users. While a small difference, if this is multiplied by the millions of workers involved, the dollar cost in lost-time wages is quite large."

He told the subcommittee that responses to survey questionnaires showed that VDT users complained of significantly more headaches, eye strain, deteriorated vision, and pains in the lower back, neck, and shoulder.

The VDT users also reported being more irritable, having more trouble sleeping and getting up and feeling overworked, Frank said, while non-users reported "having more energy."

Although results were inconclusive on the relationship between VDT use and birth abnormalities and cataracts, Frank urged further NIOSH studies on these concerns.

A second Guild-Mount Sinai study dealing with cataracts and other eye problems involving members of five locals is scheduled for completion early next year.

In the interim, Frank recommended that a standard on rest breaks be set, as well as a requirement for regular eye examinations for VDT users.

Meanwhile, a bill has been introduced in the Ohio General Assembly to insure the safety of VDT users. Key features of the legislation include adjustable and flexible work stations, measures to reduce glare and noise, eye examinations for operators, metal shields for the equipment to block out radiation, frequent rest breaks from continuous operation and limits on the hours per day spent at a terminal. The bill also sets out the right to transfer from VDT work during pregnancy and prohibits the use of VDTs to monitor productivity performance on an individual basis.

The legislation was introduced at the urging of Service Employees District 925.

District 925 President Karen Nussbaum pointed out that there are seven million VDT workers in the country, and five million of them are women of child-bearing age. Nussbaum said, "Reports from the men and women on the front lines of the technological revolution in this country indicate that the problems associated with operating video display terminals are severe and growing."

Labor's cable TV project shows potential in 3 cities

Cable Line, the AFL-CIO's nightly television news and entertainment program for union members, is on cable TV channels in three major cities.

The 10-week series, produced by the Labor Institute of Public Affairs, is broadcast seven nights a week in prime time on cable channels in Atlanta, Pittsburgh and Seattle through agreements worked out with local cable operators. The cities were selected based on criteria that included high numbers of union households that subscribe to the cable systems.

Nick DeMartino, associate director of LIPA and executive producer of the series, said Cable Line is a demonstration project for future national cable network programming being studied by the institute.

Nearly $1 million has been allocated to the project to cover production, acquisition of materials, research, marketing and promotion.

DeMartino noted that while not every union family receives cable television now, it is becoming an increasingly important medium and LIPA "is preparing to take advantage of this major shift in the way Americans watch television."

Cable Line programming, which premiered Oct. 9 includes:

- Cable Line Specials on Saturdays and Sundays featuring music and entertainment that focuses on workers and their lives.
- Images of Labor, seen Tuesdays and Fridays, including classic and award-winning documentaries on labor issues.
- America Works, the AFL-CIO's own public affairs program, seen on Thursdays.
- Laborvision, seen on Mondays and Wednesdays, an original hour-long labor news magazine that is the first television labor news broadcast in the United States.

DeMartino said that LIPA works closely with the local labor movements in each of the three cities to establish links with local cable operators and to promote the show among local members.

LIPA will also conduct extensive marketing and audience research.

Cable Line can be seen in Atlanta on Channel 16 Monday through Friday from 7:30 to 8:30 p.m., on Saturdays from 7:30 to 9:30 p.m. and on Sundays from 10 p.m. to midnight. Programs are carried in Pittsburgh on Channel 68 Monday through Friday from 8 to 9 p.m. and weekends from 8 to 10 p.m., and in Seattle on Channel 32 Monday through Friday from 6 to 7 p.m and weekends from 6 to 8 p.m.

Joyce Miller on list of '100 most important'

AFL-CIO Vice President Joyce Miller is on the Ladies' Home Journal list of "America's 100 Most Important Women."

Miller, a vice president of the Clothing & Textile Workers and president of the Coalition of Labor Union Women, was the first women to be elected to the AFL-CIO Executive Council.

The magazine's editors said choices were made among women who are "achievers" and whose "outstanding successes help to define the new and expanding role of women today."

Panel calls for 15-year rebuilding program

Continued from page 1

social, economic, technological, and political conditions which may exist.

"Of course, equitability and fairness should be prime considerations for the design of fee structures," it said.

The $9-$11 billion in additional funding, added to the current or planned spending of $27-$29.3 billion, would mean about $38 billion earmarked annually for capital needs expenditures.

Kirkland stressed that it is only "common sense" for the nation to act now on the problem. Citing the recent bridge collapse in Connecticut that resulted in three deaths, he warned that a "major disaster could happen at any time."

"It is irresponsible not to take action," he said. "Simple logic would dictate that putting it off will lead to a cost far higher than if you do it in a timely fashion. The overwhelming case is for action."

Money savings

Garvin agreed. "This problem is too important to be overlooked," he said. "We think there is money to be saved over the long term."

The national importance of an adequate and reliable infrastructure is most clear when considered in the context of the daily, direct contact every person in the country has with the types of facilities considered by the group, Garvin said.

"Every citizen in the country is interested in this," he said. "The question is how do you galvanize the country to action?"

In its conclusion, the panel's 109-page report cited some of the obstacles ahead.

Expected resistance

"Difficult political decisions are necessary," the report observed. "Citizen resistance may be strong, and improved government management and organization will not come about easily.

"However, the time for action is now. An informed citizenry will be the safeguard that will ensure that our vital facilities and, in turn, our nation stay healthy and safe for generations to come."

As Dunlop pointed out, a larger share of expenditures traditionally has gone to the repair and maintenance of roads and bridges than to sewer and water supply systems. Of the total $38 billion annual outlay, $24 billion would be spent for highways and bridges, $7.2 billion on urban water supply, and $6.6 billion on wastewater treatment.

The study's cost estimates were drawn largely from federal government reports and stated in 1981 value dollars. The panel recognized that the need for additional funds must be addressed in the full context of the proposed federal budget deficits, including the many other pressing demands for public funds.

The report concentrated on publicly operated physical infrastructure facilities, which account for about 40 percent of non-military capital investment expenditures by governments at all levels.

User fees have been the primary funding source for major highways and bridges included in the federal aid systems.

During the past two decades, the panel said, user fees have not increased to meet overall funding needs. Although federal highway user fee increases provided in the 1982 Surface Transportation Act and fee increases enacted by at least 26 states during the past two years should help, further increases may be required, the panel said.

Meeting local needs

One of the group's recommendations suggested that state and local governments should provide infrastructure services properly adapted to local needs and should cooperate in interstate and regional arrangements when these are most efficient.

The federal government's role should be to establish standards to ensure the public's safety and general welfare, to provide funds for research and development, and to supply catch-up capital funding in areas of critical needs such as wastewater treatment, the panel said.

The Labor-Management Group has existed in various forms since the early 1960s, and was revamped by the current participants in 1981 after being inactive for several years. It meets on a voluntary basis to discuss issues of mutual interest and national importance. Previous issues included medical care costs, extension of unemployment benefits, and immigration policy.

Panel members

Besides Kirkland, the panel's labor representatives include former Auto Workers President Douglas Fraser, Iron Workers President John Lyons, Steelworkers President Lloyd McBride, State, County & Municipal Employees President Gerald McEntee, Communications Workers President Glenn Watts, and President William H. Wynn of the Food & Commercial Workers.

Labor staff coordinators are AFL-CIO Research Director Rudy Oswald and Kenneth Young, executive assistant to Kirkland.

The panel's report was researched and written by a task force whose coordinators included AFL-CIO Assistant Research Director Arnold Cantor. Task force members included Richard Krashevski and James A. Parrott of the Dept. of Economic Research.

The AFL-CIO American

Federationist

VOL. 90, NO. 5 OCTOBER 22, 1983

REBUILDING AMERICA A National Industrial Policy

America's industrial base is dangerously eroding, and with it the country's ability to grow and sustain millions of jobs. Assuring a strong, diversified industrial base is essential to this country's future prosperity, to continuing leadership in the free world, and to specific national security requirements. Reversing the process of deindustrialization requires a national commitment to reindustrialization—the revitalization of America's ailing industrial base as the foundation of sustained, balanced growth toward full employment.

Over the last decade the U.S. economy has increasingly failed to achieve the basic goal of economic security and the material well-being of all citizens. Instead the nation has endured rising unemployment, recurring recessions, falling real incomes, and a return to widening income gaps. New and changing economic circumstances played their part — notably a 1500 percent increase in oil prices and unprecedented trade competition, primarily from Japan and the "new Japans" among the most advanced developing countries.

But the immediate cause of U.S. economic and industrial problems has been reliance on exclusively aggregate, macro-economic policies, on naive attitudes toward foreign trade, and on private markets to divine socially useful answers from increasingly confused market signals. The simplistic "supply-side," monetarist, and anti-government policies of the Reagan Administration have added a crushing blow since 1981.

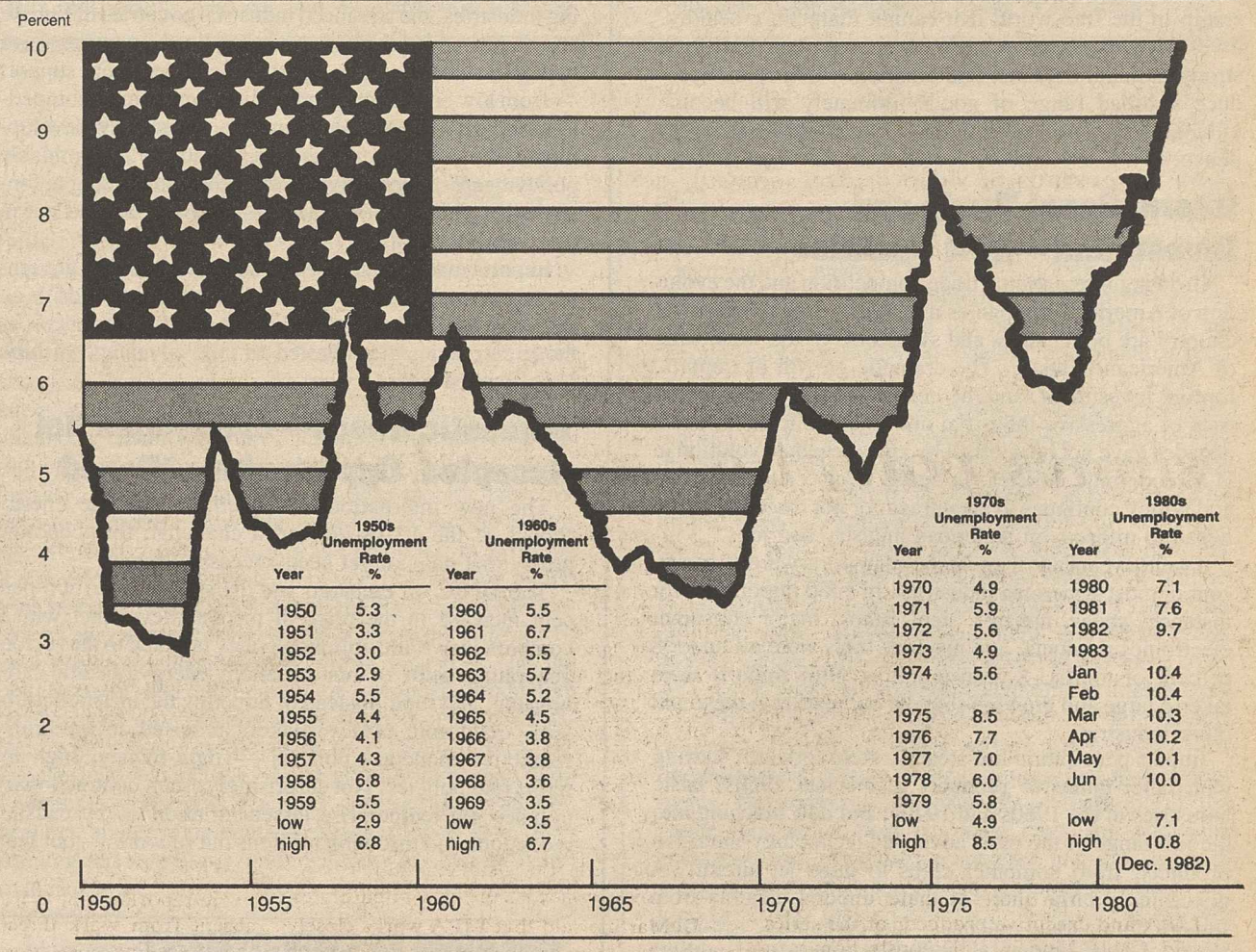
If today's economy is to achieve full employment, the general fiscal and monetary tools of governmental economic policies have to be integrated with a national industrial policy designed to address the specific needs of particular industrial sectors and geographic areas. The purpose of a national industrial policy would be the development of a strong and diversified American economy, with a fair distribution of benefits to all citizens. Tax, trade, budgetary, labor market, technology, investment, and monetary policy all need to be interrelated in this effort.

An effective industrial policy is needed to rebuild American industry and achieve sustained, balanced economic growth. But an effective national industrial policy requires a supportive environment of general economic policies for rapid sustained growth and job creation, including an adequate, equitable revenue base and low interest rates.

To overcome the worst conditions since the Great Depression, emergency measures like public job creation, infrastructure investments, and aid to the millions now unemployed are needed.

A successful industrial policy to rebuild American industry will require the active participation and support of all segments of the American economy — business, labor and government — in a new kind of social contract. Economic decision making within such a framework can help assure that coherent, coordinated policies will result in full employment and balanced economic growth.

UNEMPLOYMENT, 1950-1983



Year	1950s Unemployment Rate %
1950	5.3
1951	3.3
1952	3.0
1953	2.9
1954	5.5
1955	4.4
1956	4.1
1957	4.3
1958	6.8
1959	5.5
low	2.9
high	6.8

Year	1960s Unemployment Rate %
1960	5.5
1961	6.7
1962	5.5
1963	5.7
1964	5.2
1965	4.5
1966	3.8
1967	3.8
1968	3.6
1969	3.5
low	3.5
high	6.7

Year	1970s Unemployment Rate %
1970	4.9
1971	5.9
1972	5.6
1973	4.9
1974	5.6
1975	8.5
1976	7.7
1977	7.0
1978	6.0
1979	5.8
low	4.9
high	8.5

Year	1980s Unemployment Rate %
1980	7.1
1981	7.6
1982	9.7
1983	
Jan	10.4
Feb	10.4
Mar	10.3
Apr	10.2
May	10.1
Jun	10.0
low	7.1
high	10.8 (Dec. 1982)

Source: Bureau of Labor Statistics.

I. Erosion of America's Industrial Base

The severe problems now besetting the American economy are the product of a long-term erosion of American industry. Since 1979, however, this long-term decay has been accentuated by severe, prolonged recession as ill-considered "supply-side" and monetarist oversimplications have accelerated the erosion of the industrial base.

Economic and Social Destruction

The 31 million new U.S. jobs created since 1960 included only 1 million jobs in manufacturing. In the 1970s, growth in manufacturing output fell drastically — to 15 percent after growing by 66 percent in the 1960s. And in the 1970s, for the first time since the 1930s, manufacturing output actually grew less than real gross national product.

The structural erosion of the goods-producing base (including construction) has accelerated even more in the last several years. From March 1979 to the end of 1982, U.S. manufacturing and construction lost more than 3.5 million jobs, or nearly one job of every seven in those sectors, and it was even more severe in such individual industries as steel, autos, and apparel. U.S. service industries gained 3.7 million jobs, while the industrial base was eroding. The recovery in the first half of 1983 provided only minor improvement in employment in the goods-producing industries.

In short, deindustrialization — both job loss and lack of job creation — has been a distinguishing feature of America's devastating unemployment, reaching 10.8 percent or 12 million Americans "officially" unemployed, another 2 million too discouraged to look for work, and 6 million more working part-time when they wanted and needed full-time jobs. Thus, 20 million Americans were unemployed or unable to find full-time work. And the total duration of personal unemployment was nearly double the rate experienced in the deep recession of 1974-1975.

The consequences have been especially tragic for those already facing barriers in jobs markets: youth unemployment hit 24.5 percent; for all blacks it was 20.8 percent; for black teenagers it hit a staggering 49.5 percent at the end of 1982 and has since gone higher. While professional and technical white-collar workers faced unemployment of 3.7 percent, blue-collar workers faced an average unemployment rate of 16.3 percent, including unemployment rates of 23.3 percent in the auto industry and over 50 percent in the basic steel industry.

Recovery from the depths of the 1981-1982 recession is both uncertain and lopsided. Even White House projections which assume ongoing economic growth predict unemployment will still average 8.9 percent in 1984 and 8.2 percent in 1985. By 1988, unemployment is projected at 6.2 percent, still above the 5.8 percent of 1979. High interest rates, however, especially high "real" rates, threaten to bring the recovery to a premature end, when consumers will again be forced to cut back on purchases of cars, houses and other goods.

The current economic recovery is extremely lopsided, with a lag in business investment in new plant and equipment. Recovery for the economy as a whole is thus accompanied by continuing depression conditions for many of America's most basic industries and most vulnerable communities and workers. After more than a half year of recovery, manufacturing industries had added 611,000 jobs, barely one-fifth of the 2.8 million manufacturing jobs lost since the spring of 1979. And while 153,000 construction workers found jobs in the first seven months of 1983, that's not even one-fourth of the jobs lost between March 1979 and the end of 1982.

Such lopsided growth and continuing weakness in America's goods-producing industries accelerate the economy's movement toward a two-tier workforce. New patterns of technology and international trade combine with unbalanced industrial growth to reduce the number of well-paid blue-collar jobs while inflating the ranks of low-paid workers performing relatively simple, low-skill, routine jobs in poor working environments. The layer of managers, scientists, engineers, and professionals at the top has been strengthened, but only slightly.

When the millions of unemployed, discouraged workers, and involuntary part-time workers are considered, America faces not just a two-tier workforce, but the emergence of a two-tier society. Needed job openings with a decent future are evaporating, with disastrous consequences for displaced communities and for women, minorities, and the young.

This country cannot afford to sustain the myth that basic industries can be sloughed off and left behind as this country would rapidly transform itself somehow into a "service economy" or a "post-industrial society." No society—certainly no great society—can survive asking its citizens to live almost wholly by providing services for each other. Services generally have lower wages and far greater occupational inequality, and even those jobs directly "serve" manufacturing industries—whether in banking, transportation, telecommunications, or computer services. Many of the remaining service jobs provide services—in restaurants, theaters, and grocery stores—for those working in goods-producing and directly dependent service industries. A weakened industrial sector therefore means fewer service jobs.

The material on these pages was prepared by the AFL-CIO and its Industrial Union Dept. as background for the resolution, Rebuilding American Industry, adopted by the AFL-CIO convention, Oct. 3, 1983.

The first issue is jobs and income for Americans. Without an industrial base, the nation cannot provide the millions of workers in these industries decent jobs at decent pay. Even in Boston, the site of a growing electronics industry, displaced industrial workers are five times more likely to end up working in fast-food restaurants than in "high-tech" manufacturing jobs. The erosion of previously secure industries and jobs has contributed to the 17 percent decline in real take-home pay of American workers since 1972 and to a growing concentration of jobs at or near the minimum wage. When the great cities, their infrastructure and public facilities have been allowed to crumble, their tax base dies when industry flees. No industries and jobs are in sight to provide the community income and government revenues that support public and private service jobs — from school teachers to chefs. Future productivity gains are hard to come by with the further erosion of the goods-producing industries that have led this country to higher levels of output.

The United States cannot maintain its position of leadership in the free world if it cannot maintain a healthy, diversified economy. A strong economy is the basis of a strong national defense, and a nation which cannot produce a broad range of goods ultimately will become vulnerable and will not be able to maintain its independence.

International Trade and Investment—New Realities

Growing international trade competition and the evolution of American companies into multinationals tied to no country are both causes and symptoms of the weakening of American industry. The dramatic growth of imports, foreign investment, and the development by other countries of aggressive industrial and trade policies in recent decades have not been offset by any adequate evolution in U.S. economic policies. In nearly every case, U.S. law and policy continues to encourage, or not discourage, the negative impacts on American industry and jobs.

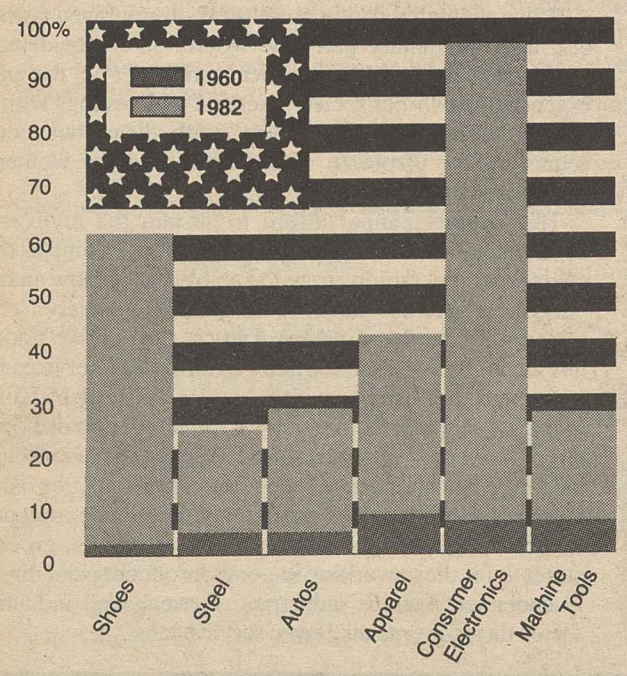
Twenty years ago manufactured imports were insignificant in most American industries. In 1960 imports of, for instance, shoes, apparel, steel, autos, major consumer electronics products, and machine tools were all under 8 percent of total U.S. consumption. Now imports have taken a large and growing share of our market in these and other industries.

Import penetration has steadily crept forward, starting with labor-intensive products in the late 1950s, basic industries in the 1960s and 1970s, and now reaching into the full range of the most advanced technology-intensive products, from computer chips to huge jet aircraft. A disturbingly large share of these imports benefits from foreign unfair trade practices. The cumulative result has been devastating injury to American industries — without any adequate response under U.S. trade law.

U.S. exports, in the meantime, have faced more foreign barriers and stronger foreign competition. The U.S. share of world exports of manufactured goods fell from 25.3 percent of the world total in 1960 to 18.3 percent in 1980. In 1971, the U.S. suffered its first balance of trade deficit in this century, and U.S. trade has remained in deficit for every subsequent year but one. Since 1977 the U.S. trade deficit (counted the way all other countries reckon it) has averaged more than $40 billion annually. Future trade prospects are worse, not better.

Foreign investment by U.S.-based multinational corporations has played a critical role in this weakening of American domestic industries. Encouraged by outdated U.S. tax laws from the 1940s which defer any taxation of profits from foreign operations until — or unless — those profits are brought back to the United States, and further stimulated by a dollar-for-dollar credit against U.S. tax liability for taxes paid to foreign governments, U.S.-based multinationals have expanded abroad far faster than in the United States. Sales by foreign affiliates of U.S. firms have grown to be three times the size of total U.S. exports. Multinational investment in new plant and equipment has grown much faster overseas than in this country.

Import Share of the U.S. Market



Over the past 20 years, these "American" companies have created jobs 10 times faster abroad than in the United States.

Ironically, other countries' policy commitment to maintaining employment puts U.S. industries and workers at a continuing relative disadvantage in international competition, particularly during recessions. The United States is the only advanced country in the world where laying off workers is so readily a company's first response to falling sales. In Europe and Japan, where employment has a higher priority, the response is to try to maintain output and employment while cutting prices to the levels needed to make sales — particularly export sales. The result is a wave of imports into the United States with very low prices, often dumped at below the cost of production.

While the U.S. has maintained hands-off (laissez-faire) policies toward industrial development and international trade, other countries have implemented active industrial and trade policies, with substantial success. In steel, auto, electronics, railcars, aircraft, apparel and a host of emerging industries, the advanced industrial countries in Europe and Japan and the newly industrialized countries have applied a wide spectrum of strategic government support — from low cost credit to protection from import competition and government assistance in technology development. The result for American industry is a formidable policy "gap" which leaves U.S. producers facing a consistently uphill battle for sales — not only abroad but in our own backyard.

Imports made cheap by such actions of foreign governments become even cheaper as high interest rates drive up the value of the U.S. dollar relative to other currencies as those currencies are invested to take advantage of high U.S. interest rates.

Domestic Needs—Challenges Not Accepted, Opportunities Missed

The new international competition and the energy shocks of the 1970s defined a challenge for economic policy that has not yet been successfully met.

The OPEC oil embargo and the subsequent 1500 percent increase in the price of oil was never met with a comprehensive anti-inflation policy targeted to the sectors generating most of our inflation: energy, health care, housing, and food. Instead of targeting the inflation problem, economic policy makers resorted to generally restrictive monetary policies — tight-money, high interest rate policies. Not surprisingly, such contractionary policies did temporarily lessen inflation — by causing recessions and throwing millions out of work — but they did nothing to remedy the underlying causes of inflation. Indeed, since its causes were never addressed, inflation has come back strong after each recession of the past decade.

Major new business investment has been needed for upgrading our industrial capability; but with no system to channel investment into productive uses, and faced with high interest rates and recurrent recession or depression conditions, business management has preferred to pursue record numbers of mergers and acquisitions. Juggling paper assets does nothing to create jobs.

While job loss has become a national emergency, plant closings and relocations — to new sites in this country or offshore — have become an epidemic in their own right, with millions of jobs lost through closings during the 1970s alone. But no federal program helps prevent unnecessary closings, reduces the bidding wars among state and local governments seeking new investment, or assists the workers and communities victimized by mass job loss. While new technologies offer a promise for humanizing work and improving competitiveness in basic and emerging industries, new technology has too often been used to dehumanize the work place and to de-skill the workforce as a prelude to shipping production offshore. And while the need for long-term planning to enhance our nation's industrial capability is widely recognized, uncertain economic prospects, inadequate economic policy and the tendency of American management to focus almost exclusively on short-term projects has left industry virtually unable to accept the challenge of long lead-time projects.

Reaganomics—The Wrong Answer

This grim portrait of American deindustrialization dramatizes the need to reindustrialize the American economy. As yet, however, no coherent national policy has been implemented to reverse this ominous trend.

The nation's economic problems do not exist solely at an aggregate or across-the-board level but also in specific industries and regions. Accordingly, an infatuation with supply-side economic, purely aggregate macro-economic policies — featuring tight money and diminution of governmental responsibility — ignores integral components of the nation's economic system that require remedial action. Unfortunately, the supply-side fad led to economic policies that are very costly in terms of the revenues lost through tax cuts and to the shredding of the safety net that was designed to protect those in need. The Reagan Administration's 1981 across-the-board business tax cuts are much too costly, totally ignoring the necessity to target

CHANGES IN EMPLOYMENT
1979-1983 (in thousands)

	March 1979	Dec. 1982	Change Mar. '79-Dec. 1982	July 1983	Change Dec. '82-July 1983
Total Non-Agricultural	88,263	88,565	**+302**	90,202	**+1,637**
Goods Producing	26,412	22,986	**−3,426**	23,728	**−742**
Manufacturing	20,964	18,131	**−2,833**	18,742	**+611**
Construction	4,526	3,818	**−708**	3,971	**+153**
Mining	922	1,037	**+115**	1,015	**−22**
All Services Producing	61,851	65,579	**+3,7281**	66,474	**−895**
INDUSTRY DETAIL					
Manufacturing	20,964	18,131	**−2,833**	18,742	**+611**
Durables	12,699	10,519	**−2,180**	10,962	**+443**
Lumber, Wood Prod.	768	621	**−147**	688	**+67**
Furniture & Fixtures	491	436	**−55**	458	**+22**
Stone, Clay, Glass	714	552	**−162**	576	**+24**
Primary Metals	1,254	803	**−451**	840	**+37**
Fabricated Metal Prod.	1,712	1,358	**−354**	1,393	**+35**
Machinery (exc. elec.)	2,481	2,086	**−395**	2,093	**+7**
Electron & elec.	2,064	1,946	**−118**	2,051	**+105**
Transport Equip.	2,067	1,662	**−405**	1,793	**+131**
Instruments	690	682	**−8**	687	**+5**
Misc. Mfg.	458	373	**−85**	383	**+10**
Non-Durables	8,265	7,612	**−653**	7,780	**+168**
Food & Kindred	1,716	1,636	**−80**	1,641	**+5**
Tobacco Mfg.	73	66	**−7**	65	**−1**
Textile Mill Prods.	909	725	**−184**	747	**+22**
Apparel & Other text	1,301	1,131	**−170**	1,181	**+50**
Paper & Allied Prods.	717	650	**−67**	659	**+9**
Printing Publishing	1,219	1,265	**+46**	1,285	**+20**
Chems/Allied Prods.	1,098	1,054	**−44**	1,059	**+5**
Petrol & Coal Prods.	214	206	**−8**	197	**−9**
Rubber & Misc. Plastics	778	678	**−100**	732	**+54**
Leather & Leather Prods.	240	201	**−39**	214	**+13**
All Services Producing	61,851	65,579	**+3,728**	66,474	**−895**
Transport & Public Utilities	5,025	4,983	**−42**	4,986	**+3**
Wholesale & Retail Trade	19,945	20,316	**+371**	20,528	**+212**
Finance, Insurance & Real Estate	4,839	5,377	**+538**	5,463	**+86**
Services	16,535	19,148	**+2,613**	19,771	**+623**
Government	15,507	15,755	**+248**	15,726	**−29**
Federal	2,754	2,761	**+7**	2,737	**−24**
State/local	12,753	12,994	**+241**	12,989	**−5**

Source: B.L.S., seasonally adjusted data.

increased resources to the specific industries and areas that most require assistance.

Indeed, the 1981 business tax cut gave much of its tax savings to industries with strong cash flow and little need for increased investment; the biggest beneficiaries were oil and gas producers. This failure to target incentives is a waste of limited public resources this country cannot afford. Worse yet, these businesss tax cuts actually encourage runaway plants by increasing incentives for closing existing facilities in order to open new ones. Moreover, the individual tax cuts are grossly inequitable, giving vastly disproportionate tax reductions to upper-income households.

The high interest rate, tight-money policy accompanying the Administration's distorted fiscal program has directly weakened the productive economy. High interest rates have undermined goods-producing industries by cutting back business investment in new productive equipment and by prompting consumers to defer purchases of autos, apparel, furniture, and the like, while record mortgage rates and construction financing costs have ruined homebuilding and its extensive related industries. As record U.S. interest rates have artificially raised the international value of the dollar, the U.S. trade deficit is projected by the Administration to reach more than $60 billion by the end of 1983, with a $100 billion trade anticipated deficit for 1984. Moving to a trade deficit of that size would mean the loss of another million jobs in 1983 and again in 1984.

In the public sector, the nation's roads, bridges, sewers and rails are deteriorating to the point of collapse. Cuts in federal programs that contribute to public capital formation — regional and urban development, mass transit, rail subsidies, highway construction, and water and sewer programs — take the nation farther from the goal of rebuilding American industry and promoting economic growth.

High rates of unemployment undermine even the "supply side" of the economy. New business investment is cut back, and the quality of human capital is also diminished. People who cannot get jobs are delayed in developing job skills, and people who are laid off frequently lose job skills. The Administration's cuts in funding for education and training programs have eroded the infrastructure of public services and further diminish the development of worker skills. Neglect of human capital retards productivity.

The U.S. worker is the most productive in any major industrialized country. The average Japanese worker, for example, produces 73 percent as much as the U.S. output per person employed today, but in 1960 the Japanese output was 26 percent of the U.S. figure. One trait common to Japan and other countries gaining on the U.S. is a coordinated national industrial policy.

It is past time for the United States to sort out national priorities and channel resources into areas that will modernize private and public facilities and restore the national economy to a condition of stable growth. Failing that, the United States will continue to lag in productivity growth and international trade; it will continue to leave significant portions of its human and machine resources idle for extended periods of time; it will continue to suffer a reduction in the standard of living of its people.

II. Rebuilding American Industry—Targeted and General Measures

Restoring the American economy to a viable, equitable growth path requires a national industrial policy in consort with overall fiscal, monetary and anti-inflation policies. General macro-economic policies alone cannot assure success because the problems of specific industries and regions must be dealt with directly.

An industrial policy is needed, but rebuilding American industry and revitalizing our communities must be supported by an effective framework of fiscal, monetary, and anti-inflation policies. Government must have adequate income to discharge its functions, and credit must be available at rates low enough and stable enough to allow the economy to grow at an adequate rate toward full employment. Anti-inflation policies targeted to the specific sectoral causes of inflation — particularly in health care, housing and energy — will be required so that macro-economic policies, and particularly restrictive monetary policies, will not be seen as the only weapon in the fight against inflation. When macro-economic policies are used to squeeze inflation out of the economy, the result will be recession and unemployment, with only limited, temporary effects on reducing inflationary pressures.

In addition to a supportive macro environment, the success of a national industrial policy will also depend on changes in U.S. laws that now actually tend to accelerate the undermining of our industrial base. Trade and tax laws that encourage the shifting of industrial production to offshore locations — such as the open-ended deferral of U.S. taxation on profits from offshore operations of U.S.-based multinational corporations, the crediting of taxes paid abroad by American firms against their U.S. tax liability, special import tariff breaks for industrial products from low-wage countries, and ineffective or unenforced U.S. laws against unfair foreign competition — must be replaced by laws and policies to encourage new investment and production in the United States. Plant closings and dislocation-adjustment legislation is needed to preserve jobs and foster the re-orientation of firms, workers and communities toward more secure, competitive industrial activities.

National Industrial Policy Board

Congress must establish an appropriate institutional structure to carry forward a national industrial policy. First, the tripartite National Industrial Policy Board (NIPB) with representives of labor, business and the government must be established. The National Industrial Policy Board would be supported by a broad public advisory board including consumer, environmental, academic, civil rights and other groups, and would provide further channels for public involvement through public field hearings. On matters affecting individual industrial sectors or geographic regions, board action would be based on analyses and proposals developed by tripartite industry and regional committees. Its goal would be to help revitalization of the nation's sick industries and decaying communities while encouraging development of new industries with promise for the future.

Established by congressional mandate and delegation of authority, the National Industrial Policy Board would promote undertakings to strengthen both emerging and established industries through several channels:

- first, through an industrial development bank which would make and guarantee loans to finance approved reindustrialization projects;
- second, participate with federal agencies on the NIPB in targeting special assistance in taxes, trade, or other areas to promote industry and regional development goals;
- third, through undertaking broad-ranging analyses and developing specific recommendations toward further changes in law and policy needed to strengthen America's industrial base.

Operating within such an overall framework, the board would encourage balanced economic and industrial growth toward full employment and an equitable, productive use of the nation's resources. Without engaging in a futile effort to "pick winners and losers," it would concentrate on industrial sectors and regions that particularly need help, whether because of an unhealthy lack of growth or because of exceptionally rapid growth and economic change. Thus both basic smokestack industries and emerging high-tech industries would receive special attention, as would the application of new technologies to enhancing the productivity and competitiveness of existing industries employing millions of workers. More broadly, such a system should develop specific prescriptions to strengthen individual industries according to their specific circumstances, needs and potential. In fostering the development of new technology for emerging industries to keep the United States at the forefront of technological progress, the board would promote the diffusion of new productive technologies within industries and the development and application of advanced productive technologies domestically in established or basic industries with a large employment base. Such tailored responses would include, as required, loans and loan guarantees, trade policy actions, targeted tax treatment, research and development assistance, support for worker training and re-training, and regulatory or other measures matched to the needs of individual industries or areas and to overall reindustrialization goals.

In the process of developing its policies and priorities, the board would consult closely with the Administration, the appropriate federal agencies, the Federal Reserve Board, and committees of Congress. These agencies and committees would also consult with the National Industrial Policy Board. The composition of the NIPB should automatically provide liaison with the Administration, Congress, state and local governments, as well as labor and industry.

A professional staff, many of whom are already scattered in uncoordinated offices throughout the government, will be required to work with the board and its associated industry and area committees. They will need assured access to the economic data, public and private, necessary for serious analysis of reindustrialization plans.

Industry and area reindustrialization proposals would be developed by individual tripartite committees, based on their members' thorough knowledge of circumstances in each region and industrial sector. Industry and regional committee proposals would then be forwarded to the NIPB. After thorough consideration of proposals from the various industry and regional committees, both for their consistency with one another and for their contribution to overall reindustrialization goals, the NIPB would approve or modify the committee proposals, or send them back to the committee for further development.

The substance of reindustrialization proposals would be bargained among the government, labor, and management tripartitie committee members, aided by broad public input. Based on a thorough analysis of the needs, circumstances and potential capabilities of a specific industry or area, a set of goals would be developed, along with measures combining the different aspects of investment capital, targeted loans, and loan guarantees, preferred stock, tax treatment, trade relief, technology development and diffusion, retraining, etc., as required to meet those goals. Such a targeted reindustrialization program should in principle be able to improve on the recently successful revitalization effort for Chrysler since federal remedial steps can be taken before the industry is on the verge of bankruptcy, and the range of available instruments would be more complete. Government participants on the board should be able to speak for the federal agencies on their program responsibilities.

Periodically, the NIPB's industrial development strategy should be provided for public and congressional debate, spelling out the directions of economic development it seeks to encourage for the economy as a whole and for individual industrial sectors and geographic areas. The board should detail its general goals and specific proposals for its financing and other targeting authority; recommend changes in law and policy; and evaluate the progress made toward achieving those goals. Forwarded to the Congress for in-depth dialogue with appropriate committees, the development plan would stand, subject to full congressional action. The board's policy development procedure and regular interaction with and review by Congress will assure both the broad participation and accountability necessary for a democratic planning process.

The criteria applied by the NIPB in evaluating proposed industry or area plans or loan proposals should go beyond the limited balance sheet of private profitability. While the commercial interests of individual firms or banks are limited to private profit and loss, typically only short-term profit and loss, the board would be attuned to the long-term development and welfare of the nation. Its policies would aim to avoid needless social costs, such as community disruption, worker displacement, and urban decay, and the budget outlays that are needed to pay these costs. As a public entity the board would be able to internalize in its social accounting the savings its actions could produce in making other government outlays unnecessary — for unemployment insurance, food stamps, and welfare payments. The board would in principle prefer proposals that create jobs rather than eliminate jobs, and plans that encourage use of existing productive facilities and their workers rather than accelerating industrial flight — the kind of criteria that private decision-makers rarely consider. The board would be able to take into account the linkages among industries, noting, for instance, that cutting back the American auto industry also means cutting back the rubber, glass, steel, auto textile, electrical equipment, robotics and other auto-related industries.

Rebuilding American industry will require a new kind of social contract among business, labor, and government. To qualify for special treatment targeted to the specific needs of individual industries, companies will have to commit themselves to a productive and responsible use of those resources: increased investments in new productive equipment will have to be made in the targeted industries rather than in corporate takeovers in other industries; those investments should be made in this country, not abroad, and in existing locations wherever feasible; there should be positive assistance to dislocated workers and communities when existing facilities have to be abandoned or cut back.

Reindustrialization programs developed through this tripartite process should emphasize a healthy workplace and a clean environment, no discrimination against women, older, minority or other workers, and development of rewarding, decent jobs for all workers. Companies receiving targeted application of public resources for revitalizing their industries must acknowledge the rights of workers to join together in democratic labor unions and refrain from campaigns to destroy unions. Business and labor must each be prepared to contribute fairly to the rebuilding of American industry. By bringing together the major parties in economic decision-making within such a framework, a national industrial policy can help assure that coherent, coordinated policies result in achieving basic goals for the economy.

Reconstruction Finance Corporation

The National Industrial Policy Board would also provide policy guidance and set priorities for a financing agency, patterned after the Reconstruction Finance Corporation of the 1930s and 1940s, which would be authorized to make and guarantee loans to finance approved reindustrialization ventures. Instead of using industrial development bonds to support more McDonalds and K Marts — currently recipients of much of industrial development bond financing — the RFC would be concerned with the country's base in industry and construction.

There is a precedent for a Reconstruction Finance Corporation in the RFC that was created during the Great Depression. It not only provided capital to rescue ailing

companies such as the B & O Railroad, it also helped start new firms, such as Reynolds Aluminum, to increase industrial production capacity where needed. It also helped develop the synthetic rubber industry during the World War II and helped in making it possible for a whole generation of pulp and paper business in the South to thrive off the investment in conservation in that era.

The proposed new RFC would make, participate in, or guarantee loans to private business and to local governments in the industrial sectors and geographic regions designated by the National Industrial Policy Board. It could also take equity positions in firms that can be revitalized but are already overburdened with debt or in new firms insufficiently capitalized by private markets in growth sectors. Regional branches for the RFC should be established, especially for assisting area development projects. The actual lending and other financial functions carried on by the RFC would be under an RFC board of directors made up of members of the National Industrial Policy Board with a representation that included labor, business, and the federal government and local government.

The RFC could handle loans or grants to private business and to state and local governments. Separate officers would deal with the private and public entities, respectively. The board would also be required to assure coordination between the two lending units to maximize development in areas where new or improved public facilities are needed to enhance the private business activities being assisted. Public facility loans would be made available to renew or expand public facilities required in the local economy.

The RFC's initial public capital stock, to be subscribed by the Secretary of Treasury and paid in over a period of years, would be authorized by legislation, as would authority for the RFC to issue obligations equal to five times the amount of paid-in capital stock. At a later date, the authority to issue obligations could be expanded, as needed.

The legislation should provide that all obligations of the corporation which are purchased by employee pension benefit plans are guaranteed by the Secretary of the Treasury with the full faith and credit of the United States. With federal guarantees against loss, pension funds should be encouraged to invest part of their funds where they would provide employment, while continuing to assure adquate security for the pension funds.

Additional Targeting Authority

In addition to improving the availability of loans for reindustrialization projects, the National Industrial Policy Board will need to be able to work with the federal agencies to channel additional resources beyond capital financing in support of specific industries and regions. These resources would include discretionary authority for targeting trade policy actions, training, approval of mergers and acquisitions, or research and development aid to be coordinated with ongoing agency activities in each of these areas.

Additional capital is critical, but in many circumstances and in many sectors a capital shortfall per se is not the main or the only problem. Specific problems of trade, taxes, or regulation in an industry need to be addressed.

International trade problems frequently underlie an industry's inability to mobilize sufficient funds for investment; making loans or loan guarantees available in those circumstances would not really overcome the industry's barrier to healthy growth. In addition to upgrading our inadequate trade law and policies generally, trade measures need to be integrated into industry development plans. Import as well as export issues may need attention, along with the competitive effects of more active industrial policies in other countries.

Tax policy must also be tailored to promote consistency with the needs of individual industries and the need for public sector revenue. Many existing corporate tax provisions should be targeted to specific situations at the discretion of the RFC, rather than on an across-the-board basis. Some industries may face a need for major investments in new plants and equipment to refurbish existing facilities and make them fully competitive; targeted tax credits or accelerated depreciation may be appropriate in these circumstances. Others may be better able to benefit from tax benefits for increased research or for re-training an existing workforce for new technology. The use of targeted tax treatment or other measures to enhance cash flow are far preferable to across-the-board tax provisions. In recent years, hundreds of billions of dollars of scarce public monies have been wasted in tax cuts to industries that don't need them, can't use them productively or through them, gain an unfair advantage over struggling competitors.

In the same sense, a major share of governmental training and re-training resources should be available to the national Industrial Policy Board for use in targeted industrial development efforts. Industry modernization and development of skilled workforces can encounter bottlenecks which thwart maximum productive efficiency. On the human scale, the skills of many experienced but otherwise displaced workers can be developed through retraining. With increasing rates of technological change, the needs for training and retraining for American industry can only expand.

Government approval for proposed corporate mergers and acquisitions should likewise include review by the NIPB and its tripartite committees to assess their impact on industry development, job creation and job security. The same pattern of NIPB review, consultation and concurrence can help assure that additional areas of government action — including, for instance, the direction of research and development by government agencies or assistance to firms and their workers in shifting into new lines of business — do in fact promote the strengthening of American industry and increasing the job security of American workers.

Proposals for New Law and Policy

The National Industrial Policy Board should play a major role in advising the Congress, the Administration, and the Federal Reserve Board on general economic policies and their industrial and regional implications. The board should make recomendations regarding tax, trade, monetary, labor market, and other economic policies in light of their impact on industries and regions. The board should recommend how these general policies can be more effective or better targeted to improve the overall economic goals of the nation.

Tax policies need to be re-examined in light of the industrial development goals established and the impact of specific tax factors on various industrial sectors.

Trade law and policies will need to be re-examined to assure the viability of a diversified U.S. industrial base, including but not limited to the production base required for meeting the strategic needs of the country. Timely and effective relief from injurious imports should be a matter of certainty for all U.S. industries — labor-intensive or capital-intensive, old or new, and at every level of technological intensity. U.S. law and policy should fully and promptly offset the full range of unfair trade practices artificially stimulating imports into the U.S. and inhibiting U.S. exports.

Monetary policy needs to be evaluated not only as to its overall impact and the need for stable low interest rates, but also in regard to its impacts on industries (including housing) and regions. The board should recommend policies for targeting capital funding and credit to needed productive uses and away from non-productive investment and speculation. The distorted value of the U.S. dollar in international exchange must be brought under control.

The publicly owned infrastructure, now suffering from deferred maintenance, must be improved, including replacement and expansion of large components in water, sewer, highway and mass transit systems, to enhance efficiency of economic functions and livability in major urban areas. Government must enter into a new partnership with business and labor to revitalize the nation's economy.

Rebuilding American Industry

(Text of resolution adopted by the AFL-CIO Convention, Oct. 3, 1983)

Since the early 1970s, the American economy has experienced frequent and extended periods of high unemployment, massive layoffs, and plant closings. The U.S. share of international and domestic markets for manufactured goods declined markedly, the balance of payments worsened, and American jobs were permanently lost. The industrial base of the American economy is eroding. In order to reverse that pattern, America needs a reindustrialization policy.

An effective industrial policy to rebuild American industry and achieve sustained, balanced economic growth requires a supportive environment of general economic policies for rapid sustained growth and job creation, including an adequate, equitable revenue base and low interest rates. Today emergency recovery measures are also needed to pull us out of the worst conditions since the Great Depression—measures like public job creation, infrastructure investments, and aid to the millions now unemployed.

Despite this need, the U.S. government has maintained a basically "hands-off" or "laissez-faire" policy toward domestic industrial development and international trade. Other countries have implemented aggressive industrial and trade policies, with substantial success. In steel, auto, electronics, railcars, aircraft, and a host of emerging industries, Japan, the advanced industrial countries of Europe, and the new industrial countries have applied a wide spectrum of strategic government support—from low-cost credit to protection from import competition, and government assistance in technology development. Manufacturing is most important for the health and balance of the U.S. economy, particularly the production of basic commodities which are essential for other production and have national defense implications. Area and regional differences in needs, wealth, and resources also must be taken into consideration in economic policy matters.

This country is still the greatest economic productive power on earth, although the U.S. lead is decreasing. The nation must assign top priority to the channeling of resources to modernize private and public facilities and restore the national economy to a condition of balanced growth and full employment. Otherwise, the country will continue to lag in productivity growth and international trade; it will continue to leave significant portions of its human and machine resources idle for extended periods of time; it will continue to suffer a reduction in the standard of living of its people.

A successful industrial policy to rebuild American industry will require the active participation and support of all segments of the American economy, including business, labor and government. With economic decisions made within such a framework, a national industrial policy can help assure that coherent, coordinated policies will result in achieving the basic goals of our economy—full employment and balanced economic growth.

The AFL-CIO proposes the creation of a tripartite National Industrial Policy Board—including representatives of labor, business, and government—which would identify and promote assistance to industries and areas that are vital to national economic growth and employment. Such assistance could include loans and loan guarantees, equity participation, direct subsidies, targeted tax measures in place of across-the-board devices, trade relief, training, research and development, and so forth.

The National Industrial Policy Board would be supported by a broad public advisory board including consumer, environmental, academic, civil rights and other groups, and would provide further channels for public involvement through public field hearings. On matters affecting individual industrial sectors or geographic regions, board action would be based on analyses and proposals developed by tripartite industry and regional committees. Its goal would be to help insure the revitalization of the nation's sick industries and decaying communities, and to encourage the development of new industries with promise for the future.

The National Industrial Policy Board would oversee a National Industrial Development Bank, patterned after the Reconstruction Finance Corporation which operated from the late 1930s to about the mid-1950s. The bank would be authorized to make and guarantee loans to finance approved reindustrialization ventures. Private pension funds appropriately safeguarded would be encouraged to make investments in such financing arrangements to support and expand industrial employment in the United States.

Reindustrialization would include capital formation for modernization of existing plant and equipment, or for the creation of new industrial complexes, utilities, and services. The objectives would include sustaining and expanding production and employment, utilizing advanced technology and innovative procedures to enhance productivity and expand markets.

Both national and local economic investment should be targeted to the urban areas that have high levels of unemployment and underutilized private and public capital facilities. Such assistance should not jeopardize public sector revenues. For optimum benefits, the public financial assistance and the private capital investment it influences should be directed to enterprises with a commitment for employment of unemployed people in the designated areas and training and retraining as may be necessary.

Problems peculiar to any industry — training, trade, research and development or regulation—also need to be addressed by the National Industrial Policy Board.

We cannot write off major industries in this country without paying for it dearly now and in the future. Nor can we permit whole cities and regions of America to decay without serious social and economic consequences. America must remain a diversified industrial nation, and this requires the active participation of government, labor and industry in a major reindustrialization effort.

The AFL-CIO, therefore, recommends that the Congress establish a tripartite National Industrial Policy Board to identify, analyze, and structure industrial development strategies and means of assistance to be pursued with regard to specific regions and industrial sectors that are of basic importance to the nation's economic future, national security, and international competitiveness.

Court orders jobs back for fired strikers

St. Louis—The Eighth U.S. Circuit Court of Appeals ruled that an employer who prevents further contract negotiations by withdrawing recognition from a union converts an economic strike into an unfair labor practice strike.

In its finding, the court ordered the Vulcan-Hart Corp. of St. Louis to reinstate the workers and restore their lost wages.

The case stemmed from a strike that began Sept. 21, 1979, when 34 members of the Stove, Furnace & Allied Appliance Workers walked off their jobs following the expiration of their contract. In October, the parties reached two tentative agreements, but the union membership rejected each proposal.

After the second proposal was voted down, Vulcan sent the striking workers a letter saying that was its final offer, and that the provisions in the proposed contract would apply to all returning employees. When only four strikers returned, Vulcan hired 23 permanent replacements.

Termination notice

The company then sent the remaining strikers a notice that their employment was "terminated" and that if they wanted to return to work they would have to reapply as "new employees." The company said strikers who returned to work would retain accrued seniority for all purposes except layoff and recall.

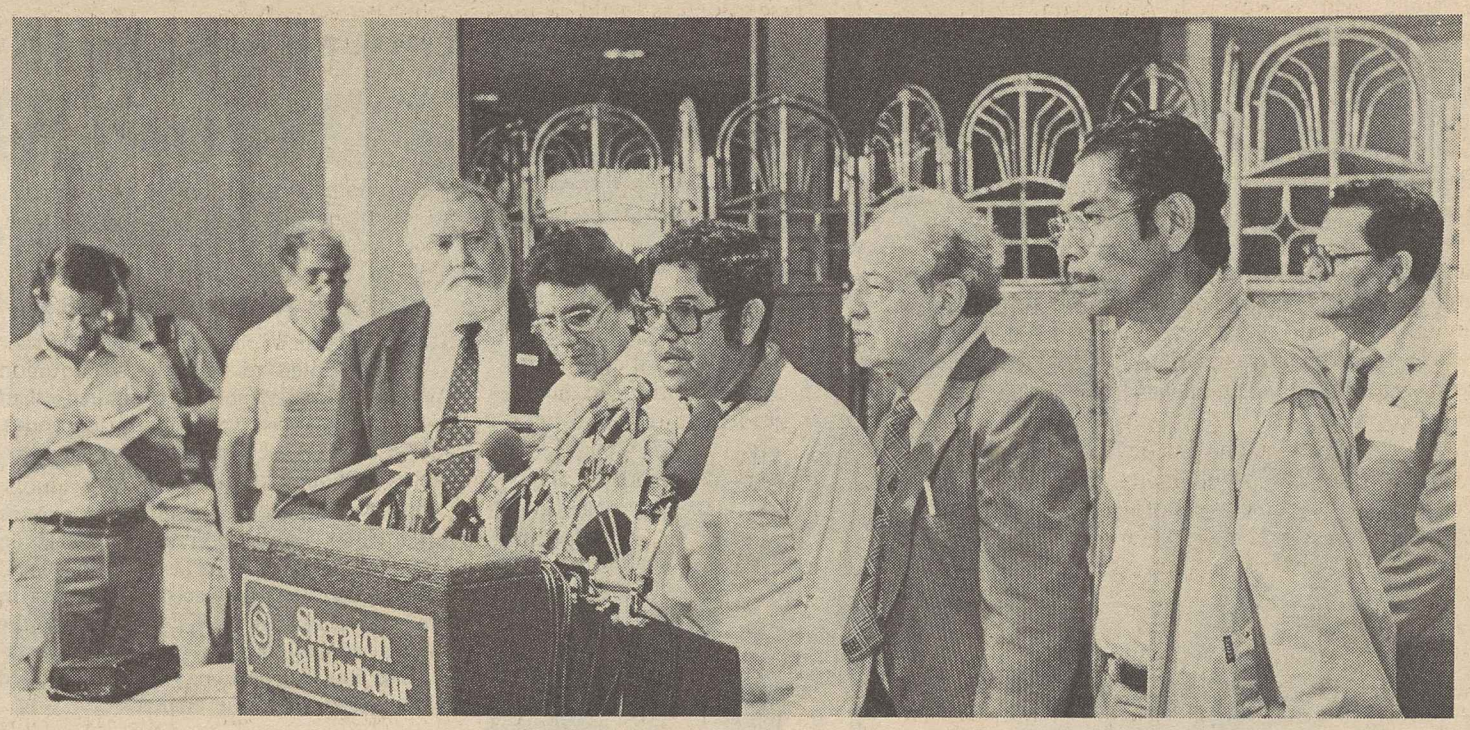
Vulcan formally withdrew recognition of the union in November 1979, claiming a good faith doubt about the union's majority status. The strike was never settled.

The union filed unfair labor practice charges with the National Labor Relations Board, which held that the company violated federal labor law by discharging the strikers, withdrawing recognition of the union, and denying seniority to returning strikers. NLRB ordered reinstatement of the strikers with full back pay.

In upholding the NLRB order, the Eighth Circuit said Vulcan violated the Taft-Hartley Act by curtailing the seniority rights of returning strikers and by withdrawing union recognition.

The court also upheld the NLRB's finding that Vulcan violated the labor law by conditioning reinstatement of William Lindhorst, the union's local president.

Lindhorst said that Vulcan offered to reinstate him if he dropped his grievance regarding his discharge, resigned as president, and agreed not to run for union office for three years.



Crisis in Central America

Salvadoran and Honduran trade unionists report on the turmoil facing workers in Central America. The press conference in Bal Harbour, Fla., followed their meeting with the National Bipartisan Commission on Central America, chaired by Henry A. Kissinger. The special meeting was arranged by AFL-CIO President Lane Kirkland, a member of the commission. From left are Executive Director William C. Doherty, Jr., of the American Institute for Free Labor Development, and Salvadoran unionists Samuel Maldonado of the Farmworkers Union; Jorge Camacho, a director of the Popular Democratic Unity; an interpreter and Salvador Carazo of the Construction Workers. In the rear is Sec.-Gen. Victor Artiles of the Confederation of Honduran Workers.

OSHA takes long-delayed action on ethylene dibromide exposure

A 200-fold reduction in worker exposure to cancer-causing ethylene dibromide has been proposed by the Occupational Safety & Health Administration after a long series of delays. At nearly the same time, the Environmental Protection Agency moved to ban certain uses of the chemical.

The EDB standard has been held up both by OSHA and the Office of Management & Budget, which was empowered by President Reagan to screen all new regulations, through its various stages of development.

Decade of effort

Recent congressional hearings and media attention focusing on the hazards of EDB added to the decade-long effort by labor to force a reduction in worker exposure levels.

OSHA had released the standard to OMB just five days before congressional hearings focused on the plight of workers who are exposed to the chemical in the transportation or processing of certain fruits, grains and vegetables.

Although OSHA had announced a Sept. 30 publication date of the proposal, OMB's pressure delayed the publication by eight days.

OMB, in blocking publication of the proposed rule, said it questioned the stringency of the standard and its economic impact on the citrus industry, which uses EDB as a fumigant.

The chemical is a sweet-smelling, colorless, organic chemical used as a fumigant to protect certain fruits and vegetables from fruit fly damage and as a fumigant on stored grains and on grain processing machinery. It was identified in 1974 as a carcinogen and in 1977, it was linked to sterility and reproductive damage.

The proposed standard will cut worker exposure levels from 20,000 parts per billion parts of air to just 100 ppb. Short-term exposure levels will be 500 ppb averaged over 15 minutes, and an 'action level' of 50 ppb over eight hours provides that employers who monitor the exposure below that level will be exempt from certain provisions of the rule.

AFL-CIO industrial hygienist Margaret Seminario said that it is unlikely OSHA will issue a final EDB standard before 1985 if the agency follows its usual pattern of regulation development. OSHA has set a Nov. 21 deadline for comments on the proposal, but no hearings have been scheduled.

History of inaction

OSHA's history of inaction on promulgating the new proposal stretches back nearly a decade, and the Reagan Administration added to the delay by announcing in early 1981 that the standard, which was ready for implementation, would be studied further under the "expedited rulemaking" process.

OSHA Administrator Thorne G. Auchter came under congressional fire for his agency's delay, while the Environmental Protection Agency was issuing an emergency ban on the use of EDB as a soil fumigant.

However, EPA issued a "cancellation order" to cover fumigation of stored grain, felled logs and spot fumigation of grain and flour milling machinery to prevent insect infestation.

Grain Millers President Robert Willis assailed EPA's cancellation order which doesn't take effect until Oct. 30 and can be delayed if any of the 122 EDB manufacturers appeals the order. In the case of an appeal, the agency must hold hearings, but manufacturers are to be permitted to continue selling their products. Such a delay could allow the use of EDB to continue for another two years.

Workers at risk

Willis charged in a letter to EPA Administrator William D. Ruckleshaus that the agency's action will continue to expose the nation's 225,000 grain handlers as well as millions of consumers, to risks EPA itself has claimed are 'greater than the social, economic and environmental benefits of these uses.' "

Willis noted that following the congressional hearings last month, most of the major companies using the chemical agreed to "voluntary" suspension. "Clearly, an emergency suspension of EDB by the agency would be appropriate in this case. By failing to act as such, EPA may have signalled to the industry that their protective action may not have been necessary," Willis wrote.

The EPA action followed the recent discovery of EDB in the water supplies in California, Florida, Hawaii and Georgia where it is used on crops. Additionally, EDB has found its way into the food chain in baked goods in several states.

Endorsement resolution

The following resolution was adopted by the AFL-CIO convention in Hollywood, Fla., Oct. 5, 1983.

While many good friends of labor are among the announced candidates for the Democratic presidential nomination, Walter F. Mondale has earned special esteem as an eloquent spokesman for the concerns of working people. Throughout his career in public service, he has fought for government policies based on fairness and social justice.

He has been an ally of the trade union movement in the struggle to meet the needs of our people for jobs at decent wages, for better public education and medical care, for equal rights and civil rights, and for decent housing in healthy communities. As Vice President of the United States, he recognized that government must respect labor as an equal partner with business in addressing the nation's economic problems.

That Walter Mondale's record has won him the enthusiastic support of American trade unionists is demonstrated by the various polls and surveys conducted by our affiliated national and international unions and reflected in the decision of the General Board, by a vote of more than two-thirds of the membership it represents, to recommend that the AFL-CIO endorse him for the Democratic presidential nomination.

Therefore, be it resolved that the 15th Constitutional Convention of the AFL-CIO endorse Walter F. Mondale for the Democratic nomination for the presidency of the United States.

Labor welcomes Rev. King holiday

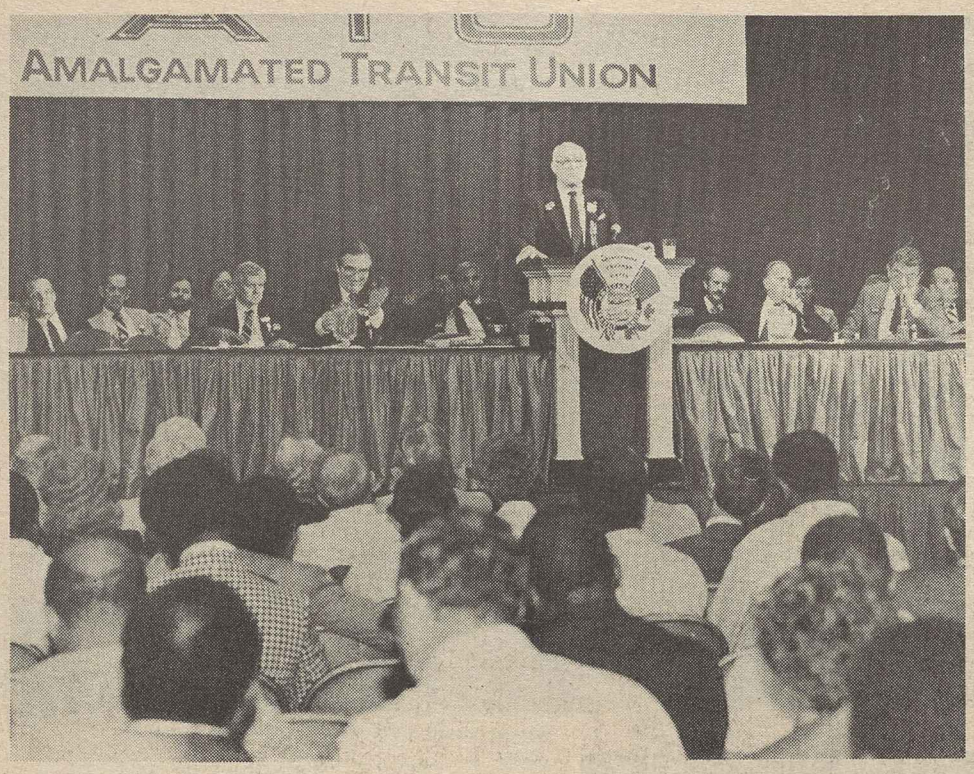
Continued from Page 1

Republicans. Opposed were 18 Republicans, four Democrats.

In a letter to senators before the vote, AFL-CIO Legislative Director Ray Denison said passage of the holiday bill would "represent a national commitment to the continuing pursuit of equal rights and equal opportunity."

When the legislation takes effect, two years after enactment, federal and postal workers will observe the legal holiday as they do others such as New Year's Day and Veterans Day. Most states and localities follow the federal pattern, either through legislation or executive proclamations. In some places, where Jan. 15 has been observed as the actual date of King's birthday anniversary, the federal government's Monday observance is likely to be substituted.

In the private sector, holidays are negotiated in establishments with union contracts and decided unilaterally by employers under non-union conditions. The resolution adopted by the AFL-CIO convention urged unions that have not already done so to negotiate Martin Luther King's birthday as a paid holiday.



Amalgamated Transit Union President John Rowland addresses delegates to the union's convention in Las Vegas.

Convention action

Transit Union relates dues structure to CPI

Las Vegas—Delegates to the 47th biennial convention of the Amalgamated Transit Union voted to link the local union minimum dues structure to increases in the government's consumer price index and to step up local participation in legislative and political activities.

The 534 delegates also adopted a change in the ATU's convention schedule, shifting to a three-year cycle. The ATU has held biennial conventions since its founding in 1982. Cost savings and expansion of the union's educational programs and seminars in non-convention years were cited as the reasons for the change.

The new formula on local union minimum dues provides for dues to be adjusted each July 1, beginning in 1985, based on the over-the-year percentage increase in the Labor Dept.'s CPI for the preceding December.

Re-elected to three-year terms by acclamation were President John Rowland, Executive Vice President James LaSala and Sec.-Treas. Raymond C. Wallace. All incumbent members of the ATU executive board also were re-elected. International Rep. Angus MacFarlane was elected to the seat vacated by Arthur Burke, who retired.

COPE funds surge

Rowland, in a special report on the ATU-COPE program, outlined the progress made in the past two years, including a 300-percent increase in members' voluntary contributions and a significant jump in the number of local unions which have secured COPE checkoff clauses in their collective bargaining agreements.

In efforts to spur even greater involvement in the legislative-political processes, the delegates passed a series of resolutions requiring all local unions to establish political action committees to coordinate fund-raising activities, grass roots voter registration programs and legislative monitoring programs on the local levels. The delegates also approved a resolution requiring that local unions without COPE check-off clauses in their contracts bargain for such provisions in subsequent pacts.

Another resolution encourages ATU members to seek public office where appropriate and urges ATU members to support any qualified union candidates for public office.

AFL-CIO Sec.-Treas. Thomas R. Donahue told the delegates that their involvement in political affairs was necessary to insure the success of labor's programs.

"I can make speeches from now until November of 1984, but it won't make a bit of difference," he said.

"What makes the difference is the work that is done by local unions and central bodies with registered voters, getting them out to vote and in educating them on the issues," Donahue suggested. "Only you can do that, nobody else. If you don't do it, then we are doomed to continue for another four years with the kinds of economic policies we have suffered in the past."

Guest speaker

Representatives James Howard (D-N.J.), William Clay (D-Mo.) and Claudine Schneider (R-R.I.) also addressed the delegates and echoed Donahue's message.

"If you want to succeed, you have to get involved in the political process," said Howard, who is chairman of the House Committee on Public Works & Transportation. "If you are tired of being pushed around, ignored, misunderstood, come on in, join together and work with your leadership and the members of Congress and together we can assure good, decent, fair, just legislation and progress in transit matters . . . and all matters affecting America's workers."

Clay urged the delegates to expend all possible efforts to oust Ronald Reagan from the White House in 1984, castigating the President for "squandering the nation's resources on massive weapons of war while destroying humane programs devised to combat suffering, poverty, hunger and disease."

Will of the people

Schneider offered the most direct remedy for dealing with public officials who constantly thwart the will of the people. "Work with your elected representatives," she said. "But if they are not willing to cooperate with you, then move them along. Be part of the team that makes things happen, get involved."

The convention also passed resolutions opposing deregulation of the nation's bus industry, and supporting collective bargaining rights for public employees, passage of the Equal Rights Amendment, establishment of a national holiday in honor of Dr. Martin Luther King, Jr., increased funding for the nation's educational systems and enactment of a tax system that is fair and equitable to all Americans.

North Carolina convention charts two-year labor agenda

Asheville, N.C.—Delegates to the 26th convention of the North Carolina AFL-CIO mapped a political action agenda for the next two years aimed at electing candidates to state and national office who share labor's concerns and at achieving its legislative goals.

The 400 delegates representing about 150,000 union members in North Carolina approved a $1 per capita voluntary assessment for the state COPE fund. Under the plan, members will contribute 10 cents per month over a 10-month period.

Passage of a state "right-to-know" law assuring workers access to information about toxic substances in the workplace was made a top state legislative priority and called for laws to protect workers from and delegates also called for a law to protect workers from problems of plant closings.

The convention unanimously elected Christopher Scott, secretary-treasurer of state federation since 1981, as president to succeed E. A. Britt, who was elected to the dual position of secretary-treasurer and political director.

Stepped-up efforts

Scott stressed the need for stepped-up organizing efforts and for full support of union workers to help unorganized workers in the state.

National COPE Director John Perkins told the delegates that the 1982 elections had had a major impact on tempering right-wing policies pressed by the Reagan Administration and its supporters, among them North Carolina's Sen. Jesse Helms (R).

The convention endorsed Gov. Jim Hunt (D) who is expected to mount a campaign to unseat Helms in 1984, but who has not yet formally announced his candidacy.

AFL-CIO Regional Director James Sala said Helms has been "an absolute disaster for North Carolina," and he charged that President Reagan "has all the wrong solutions for our problems."

Among the 30 resolutions acted on by the delegates were measures calling for competitive bidding for construction, repairs and maintenance at public utilities, improved bargaining and union rights for federal, state and local employees and the development of a national industrial policy and a national maritime policy.

The convention also called for the defeat of anti-labor amendments to the Hobbs Act, passage of domestic content legislation for the auto industry, expanded jobs programs, textile and clothing import rollbacks and maintenance of strong prevailing wage, health and safety, and fair labor standard laws.

State title

In a unanimous vote, the delegates also named J. W. Holder North Carolina's "Mr. Labor" in recognition of his years of service to the state's labor movement, and to his union, the Communications Workers.

Speakers included Executive Vice President Scott Hoyman of the Clothing & Textile Workers, Harold McIver, southern director for the AFL-CIO Industrial Union Dept., and Paul Ornburn of the AFL-CIO Union Label & Service Trades Dept.

Legal aid slash for poor assailed

Changes in eligibility for assistance from the Legal Services Corp. sought by the Reagan Administration are "outrageous" and "unreasonable," the AFL-CIO charged.

Bert Seidman, director of the federation's Dept. of Occupational Safety, Health & Social Security, said that the Administration's proposed rule changes would not only deprive many poor families, low-income elderly and handicapped people from legal services, but also "millions of desperate unemployed workers" who need legal help "during these painfully disruptive times."

The rule changes, Seidman said, would deny eligibility for legal aid to long-term jobless workers who own homes or cars of a certain value at the very time "when many are experiencing foreclosures, repossessions and the host of legal problems experienced by people suddenly without income."

Seidman made the charges in a letter to LSC's Deputy General Counsel John C. Meyer. The Legal Services Corp. is a government-financed agency that provides a range of services to people who cannot afford to hire lawyers.

The AFL-CIO views the proposed regulations, Seidman said, as "one more step in this Administration's heartless assault on the nation's poor and unemployed." He pointed out that the Administration has already prevented most jobless workers—only a third of whom are collecting unemployment compensation — from getting food stamps or Aid to Families with Dependent Children.

He called a proposal which would deny eligibility to those Americans having more than $15,000 equity in the homes that they live in "outrageously restrictive."

In addition to cutting off assistance to many elderly couples and individuals—who have little other than their homes and social security—the new rule would cut off millions of unemployed workers and their families who were buying their homes when they were working, Seidman pointed out.

Eligibility rule

He termed "equally unreasonable" a rule change that would deny LSC eligibility to anyone who owns a car valued at over $4,500. And, he charged, even if jobless workers sold their cars—leaving them with no transportation to look for jobs or travel to work they might find—another rule change would still deny them assistance if they live in households whose total liquid and non-liquid assets are more than $1,500.

Seidman scored a rule change which he said was specifically aimed at the unemployed. That rule would deny assistance to an individual who has "income prospects." Even if some unemployed workers had become "so wretchedly bad off" as to meet the far more stringent assets tests "they could be turned down on the prospect of their being re-employed," he pointed out.

Runoff slated for Georgia House seat

Voters in Georgia's 7th Congressional District will decide in a Nov. 8 runoff election on a successor to the late Larry P. McDonald, who was a passenger on the Korean airliner shot down by the Soviets.

McDonald, a right-wing Democrat who headed the John Birch Society, had a COPE record of only 6 percent votes in support of labor's position.

His widow, Kathryn McDonald, pledging to carry on his policies, led a 20-candidate field but will face State Rep. George W. Darden, a moderate, in the runoff.

In Washington state, where Republican Daniel J. Evans has an interim appointment to the Senate seat of the late Sen. Henry M. Jackson (D), a Nov. 8 election will determine whether the Republican Party will hold on to the seat long held by Jackson.

Evans won the Republican nomination for the four years that will be remaining in Jackson's term. Labor-backed Rep. Mike Lowry, with an 80 percent "right" COPE record in Congress, won the Democratic nomination.

An Oct. 22 "open election" for Louisiana governor pits incumbent Republican Gov. David C. Treen against Democratic former Gov. Edwin W. Edwards, with a runoff if neither gets a majority of the votes cast.

Both had previously served in the House, with Treen compiling a COPE record of 9 percent "right" votes and Edwards, who has labor support in the gubernatorial race, having a 46 percent "right" record.

EDITORIALS

The People's Interests

WE CAN EXPECT the critics of any role for labor, other than passive submission to its betters, to be in full cry in the days and months ahead.

The political bollweevils who prostrate themselves for cotton and peanuts, or whose veins flow with citrus juice, will call labor a "special interest."

Big business, sitting on its billions and billions in tax giveaways, will call labor a "special interest."

The bankers who control the Federal Reserve Board to keep money tight and dear will call labor a "special interest."

A White House, obedient in the service of all of the above, will call labor a "special interest."

Well, we don't have *a* "special interest," we have a lot of them. They are spread throughout your resolutions, and here are just a few:

Jobs and justice for all.

Quality education for all children, rich or poor.

Equal rights for women, with equal pay for equal work.

Economic security and dignity for the elderly.

Restoring the economic franchise that has been stolen from working people through the corruption of the content and administration of the national labor relations laws.

Affordable housing, at tolerable interest rates.

Cities that are well served, and clean and safe to live in.

THERE ARE many more. We want attention paid to, and work done on, the rotting infrastructure and the starved public services that support our economic and community life. Must active national concern await a string of tragedies? Must weakened bridges collapse under loaded school buses before work can begin? What better time to attend to these inescapable needs and unavoidable costs than now, when millions are seeking work they cannot find?

If we are to preserve a measure of independence from coercion and extortion by foreign cartels and offer our youth brighter prospects than employment in the servicing of video games or the dispensing of junk food, the broad industrial base of this country must be reconstructed and modernized.

That task must call forth the cooperation of labor, management and government in the development and execution of a sound national industrial policy.

We make no apologies for these "special interests;" we shall advance them with pride. They are the people's interests. They ought to be our national goals.

As we pursue them, we shall seek alliance with others whose just claims have been scornfully dismissed as "special interests:" with minorities in search of opportunity and dignity, with women, with the elderly and with striving youth. We shall make common cause with all who need our help because they have been for so long on the short end of the rewards of freedom in America.

—From AFL-CIO President Lane Kirkland's keynote address to the 15th Convention, Hollywood, Fla., Oct. 3, 1983.

Not a Jungle

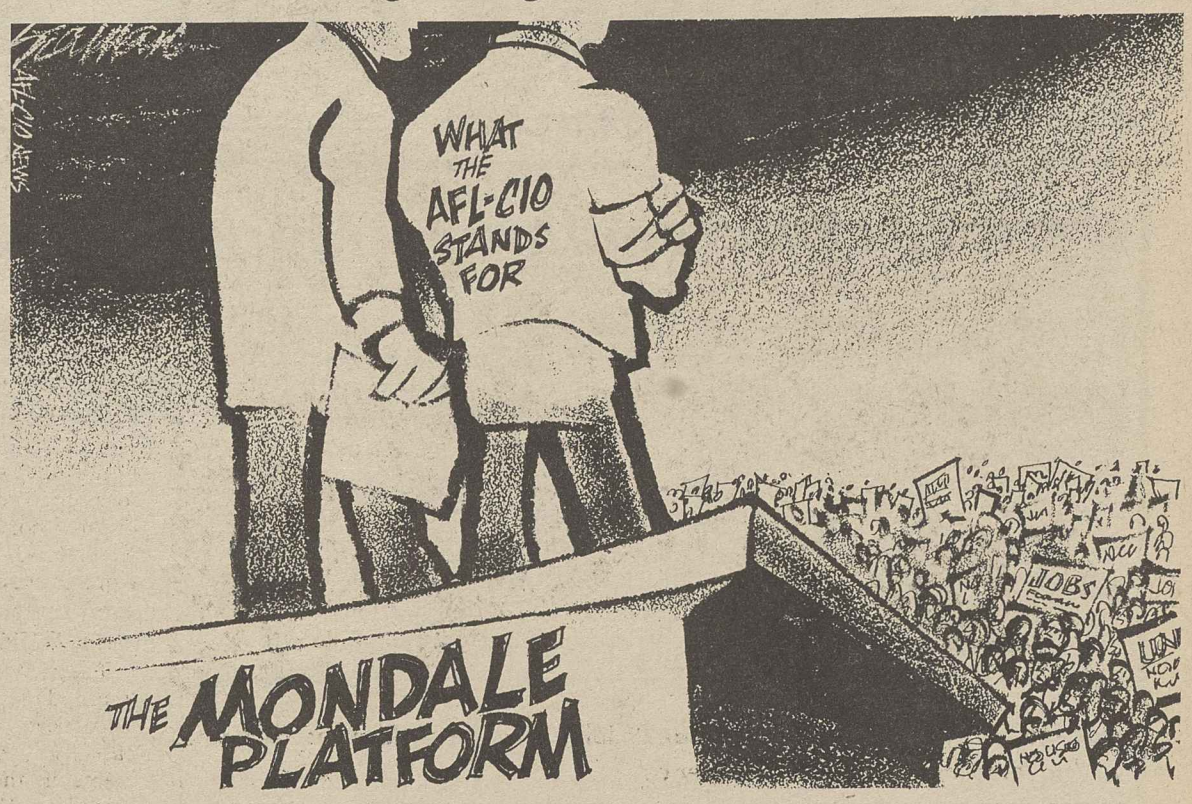
I DO NOT believe that America was meant to be a jungle where only the fittest or the richest prosper.

I grew up believing that there's a bargain in our country. When you work hard, when you pay your taxes, when you're a good parent and citizen and obey the law, when you play by the rules, you have a right to expect certain things—a safe job, a decent income, good schools, clean air and water, a chance to enjoy life, a cushion against problems that overwhelm you, a secure retirement, a government that cares, a strong country that's free and at peace.

That's the American promise that I believe in, and that's what I fought for all my life.

—From Walter F. Mondale's address to the AFL-CIO Convention, Hollywood, Fla., Oct. 6, 1983.

'Big Enough for All of Us!'



Washington Window

Teachers, studies, costs key to education reform

By Press Associates, Inc.

A deluge of reports in recent months has added to the growing concern over public education and intensified the long-felt need for reform.

The key issue now emerging in the national debate is what kind of reform.

One of the most recent reports, "High School," is useful in clarifying that issue for several reasons.

The $1 million report is an analysis of 15 secondary schools by the Carnegie Foundation for the Advancement of Teaching. Ernest Boyer, the foundation's president and a former U.S. Commissioner of Education, wrote the report.

The first reason the report stands out from others is that, by focusing on high schools, it targets the public education area that is probably most in need of help. Test scores and other data show significant gains have been achieved in the lower grades but not in high schools.

Back to basics

Secondly, the Carnegie report, unlike others, does not express panic over the current state of American high school science and math education. Instead, it finds the "institution is adrift," lacking clear goals on how to prepare students for a "transformed world."

The "most essential" of these education goals, Boyer said, must be the mastery of English, which includes writing and its inextricable partner, clear and analytical thinking. Next comes a common core of learning in literature, the arts, foreign languages, history, civics, science, math, technology and health.

The third advantage of the Carnegie report is that it zeroes in on the role teachers play in the educational process and in any education reform.

"Whatever is wrong with public schools," writes Boyer, "it cannot be fixed without the help of teachers already in the classrooms."

"To talk about recruiting better students into teaching without examining the current circumstances that discourage teachers is simply a diversion," Boyer said. "The push for excellence must focus on these conditions that drove good teachers from the classroom in the first place."

The Carnegie report recommends, first, that the average salary for teachers nationwide be raised at least 25 percent over inflation during the next three years, with immediate entry level increases. Teachers' salaries averaged about $19,000 in 1982.

Working conditions

At the same time, Boyer stressed, it is imperative to correct teachers' working conditions by reducing daily teaching loads to a maximum of four regular class sessions, providing a minimum of 60 minutes each day for class preparation and recordkeeping, and exempting teachers from hall, lunchroom and recreation area monitoring.

The report also encourages competitive grant programs for teachers' professional projects, recognition awards, and support from school administrators and parents in maintaining discipline.

Increased teacher pay as the first step in education reform also was recommended by a 21-member bipartisan congressional task force, even though its original goal was to study merit pay, a key item in the President's education rhetoric.

The panel concluded that "those who view merit pay as some easy, inexpensive, painless method of solving the nation's education problems are not realistic."

Now the question for the near future undoubtedly will be—who pays?

It is clear that most of the basic reforms suggested thus far will cost plenty. And, despite Administration claims that education reform needs no federal aid, it is clear that the federal government must join with state and local governments in solving this most critical problem.

AFL-CIO news

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VOL. 28, NO. 42 SATURDAY, OCTOBER 22, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
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LEGISLATIVE ALERT!

Effects of Deregulation: Marketplace Anarchy, Higher Prices

Business groups have long argued that the best government is that which provides a national defense and little else. For example, they would prefer not to have to deal with the Department of Labor, which enforces minimum wage law, OSHA safety and health rules, Davis-Bacon prevailing wage protections, civil rights anti-discrimination laws, and so on.

The AFL-CIO argues that government has a legitimate role in providing order and justice in American industry. We need laws to protect consumers against the power of industries with monopoly status. We need government standards in industries with life-or-death safety concerns, such as airlines. We need laws to protect workers and consumers.

Unfortunately, the "deregulation" crowd has found a friend in the Reagan Administration and the conservative Congresses of the past few years. Entire industries have been deregulated. But the results have not been as promised. Deregulation has brought chaos, bankruptcy, widespread layoffs and unemployment, and higher prices for consumers.

Suddenly free-market "deregulation" isn't sounding so good to furloughed workers whose deregulated company went bankrupt, or to consumers who cannot afford their deregulated energy bills.

TELEPHONE SERVICE: DEREGULATION = HIGHER BILLS

The U.S. telephone utility became the most efficient, inexpensive, and reliable in the world under strict government regulation. But recent moves to deregulate the phone industry and break up the American Telephone and Telegraph Co. threaten to eliminate low-cost service, especially in rural areas, and drive up phone bills for all consumers.

Regulation was needed because the phone company is a monopoly--you can't go to another company if you think your local phone company charges too much. Deregulation was supposed to open up the communications industry and allow new companies such as MCI to compete with AT&T. It sounds nice in theory. But most observers now predict that this "free-enterprise competition" and removal of government controls will increase your phone bills. In some states the cost of basic service could triple.

WHAT YOU CAN DO: Legislation has been introduced to keep phone service affordable to all. Urge your legislators to support H.R. 4102 in the House and S. 1660 in the Senate.

ENERGY PRICES: BIG OIL LOVES DEREGULATION

One of President Reagan's first Executive Orders after his inauguration was to remove all price controls from oil. The Reagan energy policy is "What's good for Exxon is good for the American people," so decontrol--and higher oil company profits--couldn't happen fast enough for Reagan.

Natural gas prices have been undergoing gradual decontrol since 1978. **The oil companies own more than 70 percent of the nation's oldest and cheapest-to-produce natural gas, so they benefit from gas decontrol, too.** Their profit margins on gas jumped 159 percent since the phased-decontrol law was passed in 1978, while gas bills for consumers doubled.

But that's not enough for the Reagan-Big Oil crew; they want immediate decontrol of gas prices.

Congress has regulated natural gas prices since the 1930s to protect consumers against the monopoly pricing powers of gas producers and pipeline companies. Big Oil talks about "free market" competition, but there isn't any competition. When your gas bills jump, you can't go to another gas company for lower prices; you're stuck with the one company in your area. Price controls are the only protection consumers have against this monopoly.

The AFL-CIO has led the fight to maintain gas price controls and roll back price ceilings to levels in effect before last winter's big price hikes.

WHAT YOU CAN DO: Urge you Senators to support S. 996 and your Representative to support H.R. 2154. Urge them to oppose any efforts to speed decontrol of natural gas.

AIRLINES: DEREGULATION = LAYOFFS, HIGHER FARES

Since the Airline Deregulation Act of 1978 removed federal standards for airline service and fares, the industry has gone into a destructive free-for-all. Among the results:

- Many airlines are losing money. At least five airlines have gone bankrupt, including the once-thriving Braniff.
- Airlines have demanded and received major concessions from their employees--more than $1 billion in 1982 alone. But the gains have been lost in suicidal fare wars. **Thousands of airline workers have been laid off and are not receiving the help promised them when deregulation was passed, such as right-of-first-hire at the few airlines that are still hiring.**
- The extra margin of safety is decreasing as financially squeezed airlines begin to cut corners.
- Continental Airlines took advantage of the "no rules" environment to file a fraudulent bankruptcy claim in order to fire most of its employees and escape its union contracts. Thousands of passengers holding $35 million worth of tickets were left with worthless pieces of paper.
- As airlines have scrambled for the most profitable markets, routing and fare structures have become chaotic. Scores of medium-size cities have lost service. Fares have gone higher except in the rare "fare wars." For example, the fare from San Jose, CA to Salt Lake City jumped from $80 to $164. Raleigh, NC to Chicago: then $81, now $193.

REAGAN IS DEREGULATING YOU OUT OF YOUR RIGHTS

Other examples of deregulation and how it can hurt you:

- BROADCASTERS: Radio and TV airwaves do not belong to stations; they belong to the public. So in exchange for a government license to use a certain frequency, broadcasters have been required to include public interest programming in their schedules or face the threat of losing their licenses.

  Congress currently is considering deregulation of the broadcast media industry. Consumers may soon receive greater quantities of junk programming and commercials and fewer educational, news, and children's programs.
- AUTOS: The Reagan Dept. of Transportation removed the requirement that automobile bumpers be able to withstand a 5-mile-per-hour impact. Minor accidents that used to leave cars undamaged now cause $300-500 worth of damage.
- JOB SAFETY: When the Reagan Administration can't get Congress to repeal laws it doesn't like, it simply fails to enforce them. Another Reagan tactic: Budget Director David Stockman has veto power over new rules. For example, Stockman interferes with OSHA chemical exposure limits, citing objections that have nothing to do with worker health.

Roundup of Upcoming Issues

CONTENT BILL TO REACH A VOTE NEXT WEEK

The House approved by voice vote a rule for debate of H.R. 1234, the domestic content bill. It is scheduled to reach the floor the week of Oct. 31 or sooner if a window appears in the schedule.

WHAT YOU CAN DO: Urge your Representative to vote in favor of H.R. 1234, the domestic content bill.

EQUAL RIGHTS AMENDMENT MAKING PROGRESS

The Equal Rights Amendment, which missed its deadline last year for ratification by 38 states, has been reintroduced in the Congress. The House Judiciary Civil Rights Subcommittee recently completed its hearings on ERA and is hoping to send it to the House floor before the end of this year. But backers want to know in advance that the ERA resolution will pass comfortably, so it is important to attain majority cosponsorship of ERA now.

On Sept. 14 AFL-CIO President Kirkland testified in strong support of ERA, noting that women still earn only 60 percent of what men earn--just as they did 10 years ago. The U.S. Constitution is the way the United States expresses its most profound social commitments, he added, so that is why we seek a constitutional amendment.

WHAT YOU CAN DO: You can help by asking your Representative to cosponsor H.J. Res. 1--ERA. Ask your Senators to cosponsor S.J. Res. 213.

HEALTH CARE COST CONTAINMENT SOUGHT

The AFL-CIO recently testified in support of H.R. 3261. This bill would expand health care cost containment by Medicare, Medicaid, as well as physicians, hospitals and outpatient providers of health care. Each state would be encouraged to design its own system within federal guidelines.

AFL-CIO news

VOL. 28, NO. 43
SATURDAY
OCTOBER 29, 1983

700,000 jobless due aid from 'reachback' benefits

Labor spurs efforts for notification

By David L. Perlman

The AFL-CIO has mounted a nationwide effort to locate jobless workers who are no longer receiving unemployment compensation but may now be entitled to five more weeks of federal payments.

Target of the search are some 700,000 persons who used up the last of their unemployment compensation entitlement since Apr. 1, 1983, including the additional weeks provided under the temporary Federal Supplemental Compensation program.

New legislation that extended the FSC program another 18 months included a "reachback" provision to help persons who exhausted their benefits between Apr. 1 and Oct. 16. If they are still unemployed, they qualify for an additional five weeks of payments.

AFL-CIO President Lane Kirkland urged the U.S. Employment Service "to make the maximum effort to notify eligible workers of the new benefits."

He also called for a mobilization of the trade union movement's own resources, including the labor press, to help get the word out.

Effort by labor

Community Services Director Walter Davis said the federation's community services staff throughout the country is working with local and state central labor councils to locate unemployed persons who may be eligible. The AFL-CIO's field staff has also been enlisted in the hunt for eligibles, Organization & Field Services Director Alan Kistler reported.

Unemployed workers who may be eligible for the additional weeks of payments should apply at the state employment office where they originally enrolled for unemployment compensation.

There is also a transition period of extra benefits for persons who were receiving

Continued on Page 5

Agenda for recovery

Prospects for a strong recovery of the world economy appear dim, a joint statement of the AFL-CIO and the Japanese Confederation of Labor (Domei) declared. The statement, signed by AFL-CIO President Lane Kirkland and Domei Vice President Ichiro Shioji at federation headquarters, outlined a far-reaching program for worldwide recovery. Director Irving Brown of the AFL-CIO Dept. of International Affairs is at left. (Story, Page 3.)

Pension, tax measures asked to curb sex bias

The AFL-CIO pressed for a comprehensive package of pension and tax law changes to remedy economic discrimination against women at hearings before the House Ways & Means Committee.

Special Counsel Laurence Gold said the AFL-CIO supports most of the elements of the proposed Economic Equity Act that come within the Ways & Means Committee jurisdiction. The legislative proposal is actually a series of related bills endorsed by the bipartisan Congressional Caucus for Women's Issues.

With some modifications, Gold testified, the legislation being considered by the Ways & Means Committee "would do much to eliminate the economic discrimination faced by working women and homeowners." The Auto Workers and the Service Employees also testified in support of the economic equity goals, and other unions were submitting statements for the committee record.

As the hearings opened, the Senate Finance Committee gave swift approval to a more limited measure dealing exclusively with pension issues. There is some overlapping but also differences between the two versions.

Both bills would clarify federal pension law (ERISA) to allow state courts to split pension benefits in property settlements and child support orders involve in divorce cases.

Gold noted in his testimony that some pension plans have refused to pay a divorced wife a portion of her spouse's pension benefits in spite of an order from a divorce court, thus compelling long and costly legal battles. "Congress needs to clarify the law," he urged.

Present pension law does not require accrual of pension benefits for a worker for service before the age of 25, although length of service for determining vesting would date from age 22.

The House bill would lower the participation age to 21, which Gold said was desirable since "the highest labor force participation among women is in the age 20-24 bracket" and "these uncovered years before age 25 are important." The Senate committee bill differs in that it would set the participation age at 25 and

Continued on Page 4

J. P. Stevens settlement cleans slate

By Susan Dunlop

A new chapter in the 20-year effort of the Clothing & Textile Workers to organize empoyees of the J. P. Stevens & Co. opened with an agreement reached by the union and the company that resolves all outstanding unfair labor practice cases against the giant textile manufacturer.

The settlement, approved by the National Labor Relations Board, closes eight cases of unfair labor practices, including dismissals of union supporters, going back to 1976.

Stevens will pay ACTWU $1 million over the next two years to settle claims arising out of earlier NLRB orders in two cases in Connecticut and Alabama, and the company agreed to pay an additional $200,000 in back pay to at least 18 other workers.

Money for defense

ACTWU said the $1 million will go into the union's defense fund.

A joint statement by ACTWU President Murray Finley, Sec.-Treas. Jacob Sheinkman and Vice President Scott Hoyman welcomed the accord.

"We look forward to a continuation of the good relations with the company that made it possible for this settlement to have been reached," they said.

The Stevens plants involved in the settlement are in Wallace and Roanoke Rapids, N.C., Milledgeville and Tifton, Ga., West Boylston, Ala. and Stuart, Va.

ACTWU termed the settlement a continuation of a "new era" in relations with the company that was launched in October 1980 with a historic accord in which the company agreed to cease the union-busting tactics that had brought it repeated condemnation from the NLRB and the courts. That settlement was reached some seven years after the union won its first election, at the company's Roanoke Rapids, N.C. plant.

Stevens' intense and bitter resistance to its employees' attempts to organize had prompted ACTWU to brand the company "the nation's number one labor law violator" and to launch a boycott of Stevens' products that drew worldwide trade union support.

Under the terms of the 1980 settlement, which ended the boycott, Stevens agreed to recognize the union at 10 of its 60 facilities and pay some $3 million in back pay to workers. One of those plants has since been sold by Stevens.

Parity with the best

ACTWU's officers, in their statement on the new accord, pointed out that in the three years since the first settlement, "J. P. Stevens & Co. employees under contract enjoy conditions, benefits and security on a par with the best in the entire textile industry."

The new settlement closes cases that were pending before the NLRB and cases that ACTWU had won but which had been sent back to the board by appeals courts for further review.

ACTWU and Stevens also agreed to ask

Continued on Page 6

A heartless veto

Congress slapped down the nation's First Landlord—President Reagan—after he vetoed a bill that gave a tiny strip of federal land to six elderly couples in Oregon who thought they'd owned it for 30 years anyway.

The families, including retired members of the Woodworkers, had bought their property in 1940 and paid property taxes on what they had assumed was entirely their land. But in 1959, it was discovered that because of a surveying error, the Interior Dept. was the legal owner of a 3.1-acre strip that ran across the small rural lots.

The issue reached Congress when Sec. of the Interior James Watt tried to make the elderly homeowners pay $45,000 to get a clear title to the land. Congress unanimously passed legislation to relieve them of the burden, but Reagan vetoed it as setting "an undesirable precedent."

Congress fought back with a 297-125 vote in the House to override the veto and a stinging 95-0 vote in the Senate. It was only the third time a Reagan veto has been overridden. The congressman from the district, Rep. James Weaver (D-Ore.) noted the irony of the Administration worrying about a "giveaway" to a few rural families after Watt has been "giving away the public's resources by the billions" to private interests.

MEMO FROM COPE
PAGE 8

The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

10/29/83

Agents gain 'piece of rock' at Prudential

Agents for Prudential Insurance Co. ratified a new two-year agreement negotiated by the Food & Commercial Workers that will bring wage and benefit improvements worth $35.31 a week in the first year and $26.81 a week in the second year.

The 16,000 Prudential agents in 35 states covered by the agreement are represented by the UFCW's Professional, Insurance, Finance & Health Care Division which was created following the merger of the UFCW and the Insurance Workers on Oct. 1.

Joseph Pollack, associate director of the division, said the compensation improvements include increased commissions paid to the agents. Improvements were also made in the pension and life insurance plans, he said.

In separate bargaining, the UFCW has a tentative agreement covering 150 agents employed by Sun Life Insurance Co. in Baltimore, Chicago, Cleveland, and Indianapolis.

The UFCW said the new contract would improve compensation, bonuses, vacation, health and welfare, pension and savings and investment plan. A ratification vote will be completed by Nov. 4, the union said.

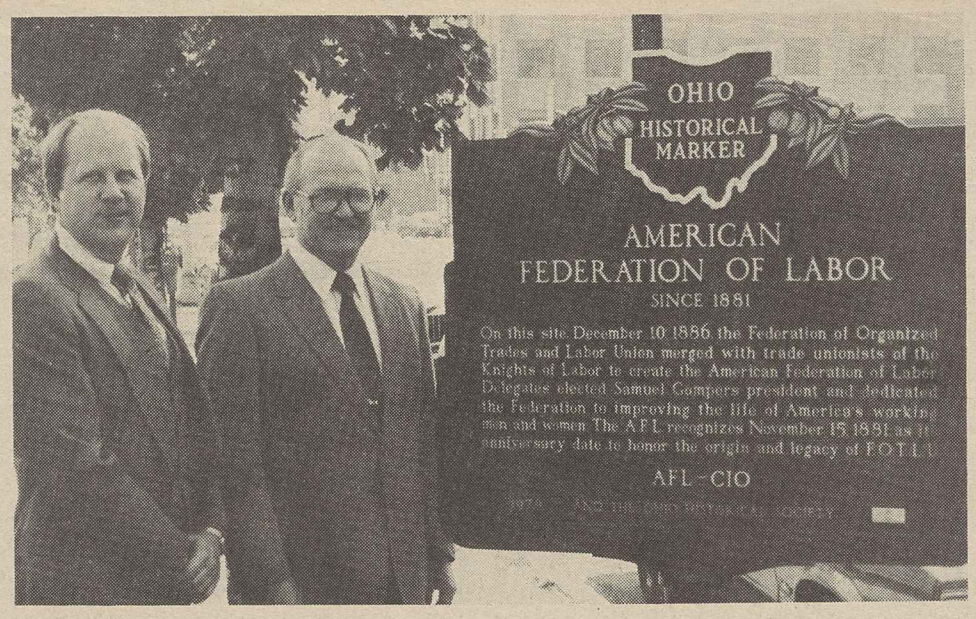
And, the Equitable Life Assurance Society has finally agreed—20 months after workers at its Syracuse, N.Y., claims processing office voted to be represented by the Service Employees—to bargain with the employees.

Equitable boycott

The National Labor Relations Board had overruled the company's objections to the election and ordered Equitable to bargain, but the company refused, prompting SEIU to institute a boycott of Equitable policies which has been endored by the AFL-CIO.

SEIU President John J. Sweeney called the company's announcement that it would negotiate "a first step toward eventual victory over this insurance giant which has so callously ignored the rights and needs of its employees."

Negotiations have not yet begun and the SEIU said the boycott will continue until the company bargains "fully and fairly." The union is also objecting to Equitable's threat to close the Syracuse facility.



Marking labor history

Ohio AFL-CIO President Milan Marsh, right, keynoted the dedication of a historical marker denoting the site of the founding convention of the American Federation of Labor in Columbus, Ohio, in 1886. Joining in the ceremony was Gary Ness, director of the Ohio Historical Society which has erected several markers recognizing organized labor in Ohio as part of its labor history project.

Quality standards called vital for cost-saving health plans

Health care plans that contract with hospitals or physicians for reduced rate fee-for-service coverage often serve a useful function, but should not go entirely unregulated, the AFL-CIO testified.

Such plans are known as PPOs—"preferred provider organizations"—and have been promoted as a means of holding down health care costs. A bill being considered by a House subcommittee on health would pre-empt or override state laws that might restrict such agreements.

AFL-CIO Social Security Director Bert Seidman said the AFL-CIO prefers and encourages the approach of group practice health maintenance organizations (HMOs), which are based on a prepaid fee for each subscriber, thus eliminating any financial incentive to hospitalize patients unnecessarily or perform unneeded services.

But since "not all of our members can or wish to join an HMO," he noted, preferred provider organizations are among the alternatives available in various localities.

Seidman told the subcommittee that PPOs which can hold down costs while providing quality health care "ought not to be discouraged" by restrictive state laws. But he urged a continued government role to protect the interests of covered workers and the general public.

Federal guidelines comparable to those ing place for prepaid HMOs could avoid "potential problems," Seidman suggested.

"We are not talking about heavy-handed federal regulation which would stifle the development of truly cost-effective plans which provide high quality medical care," Seidman stressed.

"We are talking about minimum requirements that state insurance commissioners could see are met before plans are licensed to operate."

Standards

He suggested that the subcommittee consider standards requiring PPOs to:

- Disclose information concerning out-of-pocket costs to persons utilizing various standard medical services.
- Inform subscribers and potential subscribers of any exclusions or limitations on services.
- Establish procedures to act on grievances and complaints.
- Set up procedures for admitting emergency patients to non-affiliated hospitals or for consultation with and transfer to non-participating physicians.
- Monitor utilization of affiliated hospitals or other health care institutions.
- Meet minimum solvency requirements.

Seidman reiterated that the AFL-CIO is not opposed to PPOs in principle although it does not consider such plans a solution to the national problem of reducing health care costs and assuring quality care to all Americans. Its concern is with assuring that consumer safeguards are not scrapped along with restrictive state legislation.

Nebraska delegates approve 10-cent per capita increase

North Platte, Neb.—A 10-cent increase in per capita was approved by delegates to the 25th biennial convention of the Nebraska AFL-CIO to boost monthly payments to 45 cents per member. A nickel of that amount will go into a separate legislative fund.

The convention also voted to replace the state federation's political action committee fund with a separate State/Local Political Account.

A related COPE resolution urged stepped-up voter registration by union members and their families, support of the AFL-CIO endorsed candidates, COPE checkoff clauses in negotiated contracts, and cooperation between local unions and central labor bodies in carrying out political action programs.

Rising natural gas costs were assailed by delegates in resolutions urging immediate cancellation of all "take or pay" natural gas contracts, rollback and freeze of natural gas prices, repeal of the Crude Oil & Natural Gas Deregulation Act of 1978, development of renewable energy sources, and repayment of customer overcharges with interest by the retail natural gas companies.

In other resolutions, delegates called for release of a federal grain dust standard, legislation forbidding any tax dollars to be used to purchase foreign products or equipment, and a change in federal and state wage-hour laws to set a minimum wage level for those working as little as 20 hours per week.

The convention voiced support for the AFL-CIO Agenda for Progress through Jobs, the William Brennan Institute for Labor Studies at the University of Nebraska, and federal plant closing legislation and expressed strong opposition to the Reagan Administration's drive to tax workers' benefits.

Nebraska Gov. Robert Kerrey (D) told the delegates of the difficulties of designing a state budget to meet the needs of all people. He noted that changes in federal tax laws have shifted the burden to the state.

Kerrey also lauded the efforts of state federation President Gordon McDonald, whom he recently appointed as a state senator.

Other guest speakers included President Neil Oxton of the Nebraska Farmers Union and Dr. Ronald Roskens, president of the University of Nebraska.

Convention workshops explored revised regulations of the Davis-Bacon Act and regulations under the Labor-Management Relations Act of 1947.

1984-85 Fellowships offered by White House

Applications are being accepted now through Dec. 1 for White House Fellowships for 1984-85. The program, begun in 1964, is designed to offer firsthand experience and involvement in governing the country. White House Fellows serve for the year as assistants to the Vice President, Cabinet secretaries or senior White House staff.

The President's Commission on White House Fellowships says applicants must be U.S. citizens, but there are no educational requirements or career or professional categories. Candidates should be in the formative years of their careers, the commission said. Federal employees are not eligible, but career military personnel are.

Copies of the application and information are available from the President's Commission on White House Fellowships, 712 Jackson Place, N.W., Washington, D.C. 20503.

Prices climb at annual rate of 5.2 percent

Consumer prices rose a seasonally adjusted four-tenths of 1 percent last month, mostly because of an increase in the cost of transportation and food and beverages.

Transportation costs jumped nine-tenths of 1 percent in September, primarily due to increases for both new and used cars, the Bureau of Labor Statistics reported. Food and beverage prices rose four-tenths of 1 percent.

In its monthly report on retail price changes, BLS said that its consumer price index rose at at annual rate of 5.2 percent over the three months ended in September. For the 12-month period ended last month, the CPI rose 2.7 percent.

Last month's increase in the index followed a rise of five-tenths of 1 percent in August.

Homeownership costs, which include house prices, mortgage interest rates, property taxes, property insurance, and maintenance and repairs, rose two-tenths of 1 perment in September. Increases in mortgage interest rates, property insurance and property taxes were partially offset by declines in house prices and maintenance and repair costs, BLS said.

In a separate report on "real" earnings, the government reported a 1.4-percent rise in average weekly income during September. Real earnings—pay adjusted for the impact of inflation—declined 1.1 percent in August and three-tenths of 1 percent in July.

In the 12 months ended in September, real earnings rose 3.2 percent, BLS said.

Gross weekly earnings of production and nonsupervisory workers in private, nonfarm industry averaged $284.42 last month, compared to $279.30 in August. In constant 1977 dollars, however, they averaged only $171.85, compared with $169.48 in August.

Chicago Teachers return to classes with new contract

Chicago—Members of the Chicago Teachers Union ended their three-week strike after approving a new one-year contract that improves wages and preserves previously won gains.

The strike, which began on Oct. 3, was the city's longest public school strike. The AFT local approved the new $81-million contract with the school board by a vote of 73 percent to 27 percent on Oct. 24.

Under the agreement, the city's 27,000 teachers will receive a 5-percent pay raise beginning Jan. 2 and a 2.5-percent bonus. The bonus was offered to compensate the teachers for five of the 16 school days lost in the strike. The other days are to be made up in June, for which teachers will be paid.

The union initially had sought a 10-percent wage increase. The school board's opening offer was one-half of 1 percent. The average annual salary for Chicago teachers is $25,530.

A victory for labor

CTU President Robert Healey called the settlement a victory for the whole labor movement, noting that the school board failed in its attempts at gaining last-minute takebacks.

The new agreement also rules out any teacher layoffs or change in maximum class size, strengthens seniority provisions, and preserves pension plan contributions made by the board.

The agreement was reached on Oct. 23 after weekend talks mediated by former Labor Sec. William J. Usery.

The five-member Chicago School Finance Authority, created by the legislature in 1980 after the bankrupt school system shut down because of lack of money, still must approve the pact after the school board submits a revised revenue estimate, budget, and financial plan.

U.S., Japanese unions voice common goals for economic growth

By James M. Shevis

The AFL-CIO and the Japanese Confederation of Labor (Domei) expressed concern over the dim outlook for a strong worldwide economic recovery, and offered a program to improve the situation.

In a joint statement issued after a three-day meeting at AFL-CIO headquarters, the two organizations noted that some signs of recovery are emerging in major developed nations, but excessive and restrictive policies have aggravated unemployment, brought about stagnant domestic demand, reduced public investment and shrunk private investment.

Low expectations

"Prospects appear slim for a strong recovery of the world economy," the statement observed. "Worldwide unemployment continues to increase. Production is insufficient to provide any hope for economic growth, which could provide an expansion in the labor market."

The statement was signed by Federation President Lane Kirkland and Domei Vice President Ichiro Shioji.

The two groups said they are determined to seek ways and means to convince their governments and other governments—especially through the Trade Union Advisory Committee of the Organization for Economic Cooperation & Development—to adopt economic and industrial policies which emphasize the need for the expansion of public and private investment to create jobs.

International conflicts

They also expressed concern over the increasing tension due to the arms race between the East and the West, as well as prolonged and expanded regional disputes in the Arab-Israel region, Iran, Iraq, Afghanistan, Cambodia, El Salvador, Nicaragua and Chad.

Participants in the meeting denounced the Soviet Union's "inhuman act" of shooting down a Korean Air Lines jetliner recently, and the terrorist actions in Beirut, Burma, and the Philippines.

The meeting also pointed to the growing infringement on human and trade union rights in Poland, Chile, South Africa and elsewhere.

"In fact, this has become a worldwide problem," the joint statement observed. "We are dedicated to support all efforts to bring pressure on those governments which are in violation of these fundamental trade union rights through our work and activities in the International Confederation of Free Trade Unions and the International Labor Organization."

Both organizations restated their intentions to collaborate to intensify the roles and functions of TUAC, the ICFTU, the ILO, and other international bodies.

In other areas, the AFL-CIO and Domei set as goals:

- Attainment of world peace, which involves talks by the superpowers to achieve a balanced reduction of all arms with a system of international verification.
- Abandonment of tight money, high interest rates to achieve full employment.
- Strengthening of development aid and elimination of unsuitable loan restrictions of the International Monetary Fund with regard to developing countries.
- Expansion of international economic activity through fair trade practices, especially by the achievement of fair labor standards.
- Promotion of labor-management consultation regarding the effects of technological innovation on employment and employment security.
- Abolition of the racial apartheid policies in South Africa and prevention of politicization of the ILO.
- Support for free labor union activities in the South Pacific area, with more support for ICFTU activities there.
- Domei will call upon the Japanese government and industrial circles to implement orderly export policies, positive expansion of domestic demand for the purpose of import promotion, and promotion of investment in the United States.
- Both organizations will urge their governments and business firms in their respective countries to respect the rights of workers of multinational companies, and to accept freedom of association and the right to collect bargaining.
- The AFL-CIO will continue to support Domei's activities regarding Japan's demand for return of its northern territories from the USSR.

The next joint meeting of the two groups will take place next year in Tokyo.

Walter F. Mondale assails President Reagan's economic and social policies at the Minnesota AFL-CIO convention. Seated are State AFL-CIO President David K. Roe and Executive Vice President Bernard Brommer, right.

Minnesota state convention puts focus on political role

Minneapolis—A per capita tax hike to bolster current federation services and a strong program of political action were endorsed by delegates to the 26th convention of the Minnesota AFL-CIO.

The record 903 delegates voted to increase monthly payments to the state federation from the current 30 cents to 40 cents effective Jan. 1, 1984.

The convention authorized COPE to act early on an endorsement of a candidate for the 1984 Senate race to unseat conservative Republican incumbent Rudy Boschwitz.

The delegates also voiced enthusiastic support for Walter F. Mondale's campaign for the presidency, and, in his speech to the convention, Mondale asserted that "one issue that we face together is the future of the right of people to organize, to bargain, to strike . . . supported by the laws of this land."

Too much relief

The former vice president, who is a native of the state, scored the Reagan Administration for giving "too much" tax relief for the wealthy while seeking to "tax unemployment insurance" in order to "discourage unemployment."

AFL-CIO National COPE Director John Perkins, discussing labor's intent to make its voice heard in the presidential nominating process, said local union officials will be the ones called on to translate COPE's strategies "into the kind of action that will produce the nominee we want and, ultimately, the president this nation needs."

President Gerald McEntee of the State, County & Municipal Employees charged that President Reagan has fed the nation's working people, the poor, the sick and the elderly "a diet of neglect and disdain. And all the while he has made sure his friends, the high and the mighty rich, get all they can cart away."

Sees a parallel

State AFL-CIO President David K. Roe drew a parallel between the AFL-CIO position opposing massive income tax cuts when funds were needed to "create programs and create jobs for the unemployed" and the convention's decision to raise the state labor federation's per capita. A decline in affiliated union membership, he said, had to be compensated for "to make it possible to carry out the programs" that assist both employed and unemployed union members.

The delegates re-elected Roe as well as Sec.-Treas. Dan Gustafson and Executive Vice President Bernard Brommer to new four-year terms. Also re-elected were 25 district vice presidents.

The convention called for creation of a standing committee to devise a coordinated organizing program in Minnesota. Other resolutions sought a national food policy to end hunger and extension of the state's Buy American law to contracts awarded by cities, counties and school districts. Delegates opposed any reductions in unemployment insurance benefits or eligibility and urged enactment of auto domestic content legislation.

The delegates joined with several hundred other union members in a march through downtown Minneapolis to the site of a three-month old strike by a Graphic Communications local. The union is involved in a dispute with eight printing employers joined in a union-busting effort.

Job hazards

One afternoon of the meeting was devoted to a seminar explaining Minnesota's "Right-to-Know" and about hazardous substances encountered on the job. The new law takes effect Jan. 1.

Other speakers at the convention included Gov. Rudy Perpich; Vice President Addie Wyatt, of the Food-Commercial Workers; Cy Carpenter, president of the Minnesota Farmers Union; Lt. Gov. Marlene Johnson, and Rep. Martin Sabo.

Illinois gains public sector bargaining

Springfield, Ill.—The Illinois AFL-CIO is celebrating achievement of its key legislative goal of the last 25 years with the signing of bills that assure collective bargaining rights to virtually all civilian public employees.

The Illinois Public Labor Relations Act and the Illinois Educational Labor Relations Act together assure most public workers in the state the right to choose union representation, bargain collectively and to strike.

Police and fire fighters are not covered by the bills. Representatives of those employee groups asked not to be included since the bills do not provide for binding arbitration. The uniformed officers will continue to seek a law with that provision.

Prior to passage of the two public workers bills, no Illinois law guaranteed collective bargaining rights in the public sector.

Right-to-know law

In another victory, the state federation is also applauding signing of the Employee Right-to-Know Act, making Illinois the 13th state to require employers to label containers of toxic substances in the workplace with the chemical name of the substance and appropriate hazard warnings.

Illinois AFL-CIO President Robert G. Gibson called the signing of the public employee bargaining bills "truly an historic occasion."

He stressed that "the legal framework for bargaining relationships which this bill creates will bring order—not chaos—to the public sector to the benefit of public workers and their employers alike."

Although both bills have been signed by Gov. James R. Thompson, (R), changes he asked for in the measures will have to be finally approved by the state legislature in its veto session. Both are expected to be accepted with the changes.

The State AFL-CIO said that a "positive change" asked for in the new law would prohibit the use of injunctions to force striking public workers back on the job.

Other changes called for by Thompson, however, would exclude certain supervisory and "confidential" personnel from the law and ban the use of "fair share," or agency shop, payments made to unions for political expenditures.

The public employee law goes into effect on July 1, 1984. It sets up a three-member labor board for most public workers with the exception of those in Cook County and Chicago where a separate local three-member labor board will be established. It will have the same chairperson as the downstate board, but one of the two other members will be named by the mayor of Chicago and the other by the president of the Cook County Board of Commissioners.

The bill sets up procedures for union recognition, requires bargaining and prohibits unfair labor practices. It provides for mediation and advisory arbitration, and assures the right to strike for all employees except security personnel.

Advisory arbitration is required in contract disputes involving security personnel and for workers deemed "essential" if the courts find "a clear and present danger to public health and safety."

Essential personnel can also be ordered back to work under the same circumstances, and the law mandates advisory arbitration in those instances.

Effective in January

The law covering the educational employees in schools, colleges and universities takes effect in January. It will be administered by a three-member labor board that will oversee disputes and decide unfair labor charges.

The bill provides for the right to strike and for mediation and conciliation. Arbitration is binding if agreed to by both sides. School boards, under the law, can ask the courts to stop strikes. A clause asked for by Thompson would prohibit bargaining over certain issues, such as overall budgets.

In separate action, the state legislature voted to raise the state minimum wage, starting in January, in steps from the current $2.30 an hour to bring it up to the federal minimum of $3.35 by mid-1985.

AFM aids in job hunting with computer match-ups

New York—The Musicians launched a computerized job-finding program to match its members with bands that have openings.

AFM President Victor Fuentealba said the new AFM referral service "enables our office to bring together qualified players and bands as quickly as job openings are reported."

Musicians can register for the service, at no cost to members, Fuentealba said, by filling out forms obtainable from the President's Office, American Federation of Musicians, 1500 Broadway, New York, N.Y. 10036.

Pension, tax changes asked to curb sex bias

Continued from Page 1

further reduce the vesting age limit to 18.

Both bills include a labor-supported provision allowing up to one year of service credit for employees on approved maternity or paternity leave who return to work thereafter. The Senate version would substantially change the break-in-service provisions so that a worker who came back on the job within five years would be able to count previous service for pension purposes.

Under both the House and Senate versions, a survivor benefit option would be assumed unless both the participant and spouse stated in writing that they did not wish it.

Gold said this would avoid the "tragic situations" where a widow discovers after her husband's death that "her rights have been waived and she is not entitled to any pension benefits."

A more controversial proposal involved a provision intended to assure a pension for the spouse of a worker who dies with a vested interest in a pension plan but before the earliest date at which the worker could have retired.

Gold noted that in many cases the eventual benefit would be minimal and the administrative expense substantial. He suggested modifications that would allow a death benefit payment to offset future pension obligations and suggested that extension or coverage might be limited to participants over a specified age. The Senate bill would require survivor benefits if the worker died after age 45 and had 10 years of service.

The bill before the Ways & Means Committee dealt with a number of tax issues which the Senate committee will presumably be considering in separate legislation.

Limited support

Gold said the AFL-CIO supports some, but not all, of the tax proposals in the Economic Equity bill.

One labor-supported proposal would raise the tax credit now allowed for work-related expenses of providing care for a child under the age of 15, for a disabled spouse, or for a dependent — usually a parent—who is physically or mentally incapable of self-care. The credit is now 30 percent of expenditures for taxpayers with incomes under $10,000, dropping gradually to 20 percent at the $30,000 income level.

The House bill would raise the tax credit to 50 percent at the under $10,000 level and make it refundable to help those with earnings below the taxable level who otherwise could not benefit from a tax credit. The drop to 20 percent would not be reached until the $40,000 income bracket.

Gold said the proposed changes would give needed relief to the working poor and by assisting the care of aged or disabled dependents would help avoid the high costs of institutional care. He also welcomed provisions that would allow non-profit dependent care organizations to qualify for tax-exempt status.

The AFL-CIO did dissent from two tax relief features of the bill before the Ways & Means Committee.

One provision would allow a tax credit to employers who hire "displaced homemakers" who enter the job market after a marital separation or the death or disability of a spouse.

Employers are already eligible for tax credits for hiring from various other targeted groups. Gold told the committee that the AFL-CIO opposes the job tax credit program generally "as providing windfalls to many employers for employing workers whom they would have hired anyway, and causing employers to lay off workers" in order to hire workers who would get them a tax credit.

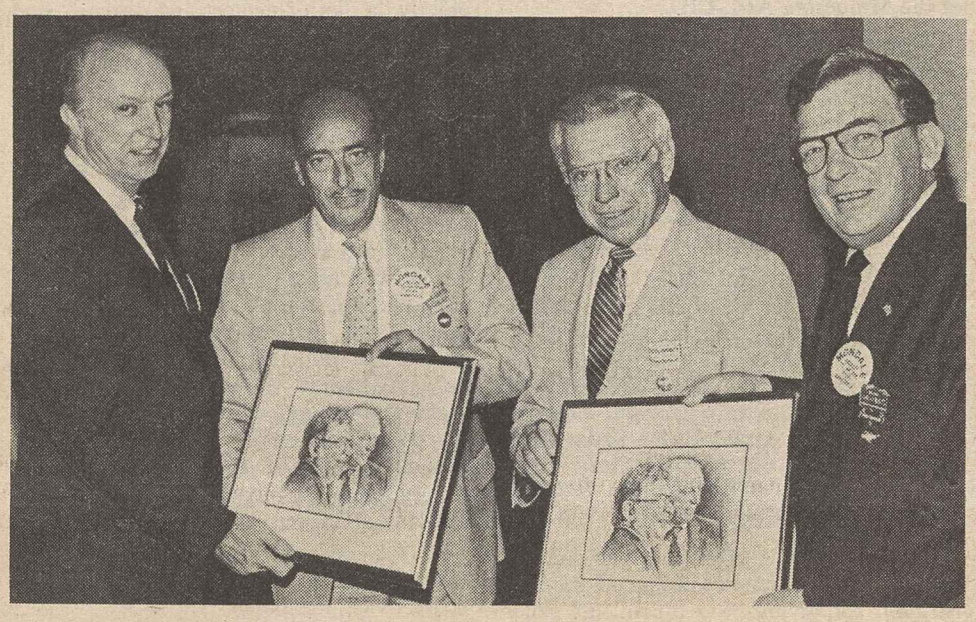
"When there are not enough jobs, a tax incentive that does nothing more than pit one group of the unemployed against the other is not the answer," he testified.

Doubled tax break

The other provisions opposed by the AFL-CIO would allow a homemaker to have $2,000 of a spouse's earnings set aside in a tax-deferred IRA (individual retirement account) in addition to the $2,000 set-aside allowed the working spouse.

"These proposals would benefit primarily high-income workers and high-paid professionals," Gold noted. It would be of little practical effect to moderate-income families living "close to the margin" and the revenue loss to the government could compel cutbacks in needed programs.

But overall, Gold stressed, labor supports the principal features of the economic legislation. Pension and tax changes are needed, he said, because "women have less economic security than men because of longer life expectancy, restricted work opportunities, bias against women as workers and inadequate protection as dependents."



Leadership portraits

Graphic Communications Union President Kenneth J. Brown, second from left, and GCIU Vice President William A. Schroeder present numbered lithographic prints to AFL-CIO Sec.-Treas. Thomas R. Donahue and President Lane Kirkland at convention in Hollywood, Fla. The prints, numbered 1 and 2 from a limited run of 100, are from a pencil sketch done by Schroeder of the federation's leaders. Some 2,000 unnumbered prints were handed out at the convention.

Telegraph Workers adopt 3-step per capita increase

San Diego — The Telegraph Workers' per capita payments will increase over the next three years by $1.50 monthly for directly chartered locals and by 48 cents for the union's autonomous divisions.

Delegates to the UTW's 37th biennial convention approved increases of 50 cents for Jan. 1, 1984, Aug. 1, 1985 and Aug. 1, 1986 for the directly chartered locals, bringing the per capita up to $9.87 monthly. These comprise over 90 percent of the UTW membership.

For the union's autonomous divisions—composed of about 700 members at Associated Press, United Press International, Canadian Press and Canadian Pacific Railroad—there will be three 16-cent increases to push the per capita to $3.08 monthly on Aug. 1, 1986.

The UTW did not participate in the AFL-CIO convention endorsement of Walter Mondale for the Democratic presidential nomination as its convention coincided with the federation's convention. However, a straw poll of the delegates showed Mondale was favored as the Democratic candidate by a large plurality.

The incumbent UTW officers were reelected by the delegates, despite strong showings by challengers for the president and vice president slots.

President Richard C. Brockert was reelected to his fourth term, beating out Dan J. Beckstead, president of UTW Cleveland Local 5. Beckstead had been UTW president from 1971-1979.

Reva M. Kociolek retained her post as vice president for the United States, defeating Stan J. Smith, vice president of UTW Washington Local 24. Sec.-Treas. Jerry Grim was unopposed for a sixth term.

Delegates voted to increase the term of office from two years to three years and conventions now will be held triennially, instead of biennially. St. Louis was chosen to be the 1986 convention site.

Brockert declared in his convention address, "The erosion that is taking place in every union in the country is brought about by political factions who are working to destroy the union concept." Citing high unemployment, inflation and suffering, he called for all trade unionists to work "together to ensure political changes in the 1984 elections by electing those who will help the workers of America."

Repeal of Section 14(b) of the Taft-Hartley Act was set by delegates as a top legislative priority. They also urged a stepped-up organizing of non-union workers in the communications field.

Several proposals for reorganization of the union were voted down by the delegates. The 1981 convention had set up a committee to consider consolidation of the union's regional operations.

R. E. Johnson wins election to head train dispatchers

Chicago—R. E. Johnson was elected president of the Train Dispatchers in a tight three-way contest over incumbent President Dan E. Collins and Sec.-Treas. J. P. Erickson at the ATDA's convention here.

Johnson, a vice president of the union since 1973, began his four-year term at the close of the three-day general assembly meeting.

The 54-year-old Johnson began his railroad career in 1948 on the Santa Fe Railroad where he held many system-wide union offices. He had also served on the union's board of trustees for five years.

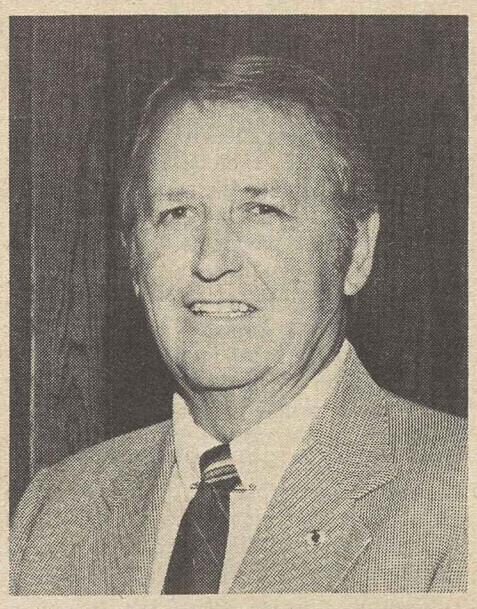
Collins won the secretary-treasurer's post, defeating Erickson and Trustee M. A. Swartz. Collins had been secretary-treasurer for 10 years prior to his selection as president by the union's executive board in May 1981 following the retirement of B. C. Hilbert.

In other elections, William A. Clifford, J. C. McCall and G. D. Bennett were elected vice presidents, and R. J. Irvin was re-elected.

Delegates voted to amend the union's constitution, enlarging the board of trustees from three to four members, and creating four new positions for "alternate trustees" who will be available to fill any vacancy that may occur among elected national officers before the next convention.

A dues increase for the union's 2,500 members was also approved. Annual dues payments will go up in increments starting Jan. 1, 1984, from a current $276 to $480 by Jan. 1, 1987.

Dues will rise $7 a month on Jan. 1, 1984, $2 a month on Jan. 1, 1985 and $4 a month on both Jan. 1, 1986 and Jan. 1, 1987.



R. E. Johnson

Among resolutions the convention adopted was a directive that the executive board "do all in its power to maintain ATDA as a separate entity" and specified that any merger or amalgamation would only take place after notification of the union's entire membership and approval by a special general assembly.

Industrial policy

Delegates also endorsed the AFL-CIO's call for a comprehensive national industrial policy to rebuild the economy, achieve balanced economic growth and strengthen the nation's international economic position.

A number of resolutions adopted by the convention called for improved conditions for workers in the railroad industry, including increased railroad safety authority for the National Transportation Safety Board, new financing methods for the Railroad Retirement program, improved railroad unemployment compensation and a shorter work week for dispatchers.

Publishing unions explore merger

Exploratory discussions examining the feasibility of a two-union or a three-union merger have been held with representatives of the Graphic Communications Union, the Newspaper Guild and the Typographical Union.

The meeting came on the heels of a similar session called by Federation President Lane Kirkland earlier in October during the AFL-CIO convention in Hollywood, Fla.

Kirkland asked the unions to look into merger following an announcement by the ITU that it was holding merger talks with the unaffiliated Teamsters. Merger plans made by the Typographical Union and the Guild fell through earlier this year after the ITU convention voted against the agreement.

At press time, the ITU had indicated it was willing to continue the discussions for a two- or three-union merger, and Kirkland was arranging further meetings on specific elements of merger plans.

Meeting with Kirkland and AFL-CIO Sec.-Treas. Thomas R. Donahue were President Kenneth J. Brown and President Emeritus Sol Fishko of the GCIU, President Joe Bingel and Sec.-Treas. Thomas Kopeck of the ITU and Director of Field Operations William Blatz of the Guild.

Kirkland assails delay

OMB blocks action on grain dust hazard

By Arlee C. Green

Continued attempts of the White House Office of Management & Budget to water down a proposed federal grain dust standard have come under fire from AFL-CIO President Lane Kirkland.

Kirkland asked Vice President George Bush to help in getting the Occupational Safety & Health Administration's proposal published so it can have the "fair public hearing it deserves."

Kirkland reiterated an Aug. 18 appeal to Bush for action on the proposed standard which OMB has been reviewing since May.

He pointed out in a letter to Bush that over the past five years, OSHA tapped the expertise of labor, industry, the National Academy of Sciences and the Dept. of Agriculture in developing the grain safety standard. "OMB's rejection of this proposal makes a mockery of this conscientious and labored standard setting process, especially because OMB is merely parrotting the industry's argument against strict controls," he said.

Raising the limits

OMB wants to weaken the limit on grain dust accumulation by setting a limit 16 times higher than that recommended by the National Academy of Sciences in a 1982 report. OSHA called for one-eighth of an inch accumulation limit, which is eight times higher than NAS's recommendation, and OMB wants to double that. Earlier, OMB wanted no limit, and then backed off to three-fourths of an inch before setting on one-quarter of an inch.

OMB also wants OSHA to exempt small elevators, which comprise 90 percent of the industry, from the standard despite statistics showing the bulk of explosions occur in this industry segment, Kirkland noted. There have been more than 140 grain elevator explosions since 1977.

President Robert F. Harbrant of the Food & Allied Service Trades Dept. urged Congress to help pressure OMB to release the proposed standard, charging that it "has been held hostage."

He stressed that because OMB's maneuvering "is all done behind closed doors, we have doubts about the so-called rational, cost-benefit assessment that OMB is making. It appears political judgments are being woven into the crucial scientific judgments on how to prevent explosions, judgments that OMB has neither the expertise nor mandate to make."

Harbrant charged OMB has "actively sought to stop the proposal from being published," and even though explosions have increased over the past two decades, OMB is asserting the problem has abated.

3 unions granted $2.7 million for cancer research

The National Cancer Institute has awarded the Chemical Workers, Rubber Workers and the Painters grants totaling over $2.7 million for studies toward reducing cancer risks in their industries.

The Chemical Workers received a grant of more than $1 million for a three-year, nationwide program to be carried out in conjunction with scientists and physicians from the School of Public Health, University of California at Los Angeles.

The study program will compare the effects of four different methods of training, education and technical support in affecting the success of local unions in ending cancer-causing hazards in the workplace.

An opportunity

ICWU President Frank D. Martino, said the grant provides a great opportunity for the union "to assure that each local member is spared the possible tragedy of occupational cancer."

The Rubber Workers received a $930,000 grant for a similar three-year program which will be operated jointly with the University of North Carolina Medical School's cancer branch to evaluate training programs to "insure our effectiveness in reducing cancer in our industry," URW President Milan Stone said.

The URW program will involve in part questionnaire responses from URW members and possibly an evaluation of company attitudes, the URW said. "Our eventual goal is to extend the life of our members through work and life style intervention, and to reduce and minimize the risk of cancer among our members."

The Painters' $800,000 grant will be used to evaluate the union's training programs over a three-year period, focusing on specific training methods and work practices likely to reduce cancer risks.

The union has conducted a research and education program since 1977 with the assistance of Labor Dept. funds to alert its members to occupational health risks.

Ladies' Garment Workers President Sol C. Chaikin accepts a Workers Defense League award in memory of former ILGWU President David Dubinsky from A. L. Raskin, left, former New York Times labor reporter.

Workers Defense League honors Dubinsky's memory

New York—David Dubinsky, the late president of the Ladies' Garment Workers, was chosen by the Workers Defense League as recipient of its David L. Clendenin Award in recognition of his lifetime of service to working people.

The award, named for the co-founder of the 47-year-old organization, was accepted by ILGWU President Sol C. Chaikin at a dinner attended by more than 500 unionists and WDL supporters.

Chaikin, in accepting the award, noted Dubinsky's fight against sweatshops, his efforts to involve the labor movement in political, legislative and social action, his dedication to civil rights and to free trade unionism worldwide.

Thousands of unionists, socialists and Jews were rescued from Hitler's regime in Nazi Germany through efforts supported by Dubinsky, Chaikin pointed out, stressing that his "hatred of Nazi cruelty did not make him hate all Germans." Dubinsky was a leader in efforts by the American labor movement to help the German trade union movement, which had been smashed by Hitler, rebuild itself after the end of the war, Chaikin said.

But Dubinsky's most important achievement "was being a teacher to all of us in the labor movement and the world. . . . He fought unceasingly, with humor and passion, to make the world a better place in which to live," Chaikin said. Dubinsky died in 1982 at the age of 90.

Shared commitment

AFL-CIO Vice President Barbara Hutchinson, who served as chairperson of the dinner, praised Dubinsky and the WDL for sharing the "special goals" of a commitment "to those of our most exploited and oppressed sisters and brothers who have been left behind in social progress, and who are the first to bear the brunt of retrenchment and reaction." Hutchinson is director of Women's Affairs of the Government Employees.

Harry Fleischman, chairman of the WDL's executive committee, noted that Dubinsky had worked closely with the league in creating a commission of inquiry into forced labor which had heard testimony from former slave workers in the Soviet Union as well as from migrant farm workers in the United States who were victims of debt peonage.

WDL's work led to the creation of the United Nations Commission on Forced Labor, Fleischman said, and he pointed out that the WDL is still actively fighting slavery among migrant farm workers. The league was instrumental this year in achieving passage of a North Carolina law making debt peonage a felony.

Philip van Buren, WDL's executive director, told the group that the league has worked to build an East Coast farmworker support network to aid migrant workers as well as an Ecumenical Council for the Unemployed which is training church members, union retirees and others to provide assistance to jobless workers and their families.

Labor spurs national effort to inform jobless of benefits

Continued from Page 1

FSC payments on Oct. 16 but are still unemployed when their entitlement runs out. They will qualify for either two weeks or four weeks of additional payments, depending on the severity of unemployment in their states.

Since such persons were already on the benefit rolls when the new legislation was enacted, there is no comparable problem of locating those who may be eligible.

As reported in the previous issue of the AFL-CIO News, the new legislation makes it easier for a state to qualify for the maximum of 14 weeks of FSC payments.

Under the previous trigger formula, only West Virginia would currently qualify for the maximum 14 weeks of FSC benefits.

Under the new formula, as of the week Congress acted, 15 states qualified for the maximum of 14 weeks. They are Alabama, Alaska, Arkansas, Idaho, Illinois, Kentucky, Michigan, Mississippi, Ohio, Oregon, Pennsylvania, Rhode Island, Washington, West Virginia and Wisconsin.

Another 14 states qualified for 12 weeks of FSC payments. Under the old formula, most would have been limited to either eight or 10 weeks.

A compromise

The final version was a compromise between a more generous House-passed bill and the Senate's version. President Reagan signed the measure into law even though the Administration had sought a reduced version that would have limited benefits to six weeks in most states, with no reach-back for those who had already exhausted their FSC eligibility.

The new legislation also guards against sharp fluctuations in a state's FSC eligibility. It specifies that the number of weeks payable in a state will not be adjusted either up or down more frequently than every three months and will not be reduced by more than two weeks in any three-month period.

Also, starting with the week of Oct. 23, individuals will continue to be eligible for the number of FSC weeks to which they were entitled at the time they first qualified for FSC payments, regardless of changes in the number of weeks payable in their states.

Navy ordered to open pay records

A labor-management group concerned with enforcement of Davis-Bacon Act prevailing wage standards on federal construction contracts has won an important court case giving it access to payroll records.

The Freedom of Information Act case was brought on behalf of an association of union painting contractors in Humboldt County, Calif., that questioned whether a non-union contractor who was working on a Navy project was in fact paying prevailing wages and benefits.

The Navy refused the group access to the payroll records that government contractors are required to submit, claiming that the records did not have to be made public because they were confidential commercial documents and disclosure would also violate "personal privacy."

The association, represented by the Work Preservation Fund, argued successfully that access to the records is necessary to carry out the Davis-Bacon Act.

U.S. District Judge Robert H. Schnacke held that the Navy had failed to back up its argument for exemption from Freedom of Information Act requirements with anything stronger than "vague" allegations. He noted that in a comparable case, the Air Force had provided payroll data requested under the Freedom of Information Act "without resort to litigation" and that the data furnished had demonstrated failure to comply with the prevailing wage law.

Benefits received by workers under the Davis-Bacon Act and the public's interest in ensuring compliance with federal law outweigh any allegations of infringement on privacy, Judge Schnacke ruled.

Health fair

The AFL-CIO headquarters staff received a variety of health tests and information as the federation sponsored a health fair to help kick off the annual United Way campaign. Margaret Cronin, COPE director of research, left, and federation lobbyist Jane O'Grady collect pamphlets from the American Heart Association. Participants were tested for blood pressure, glaucoma and sickle cell disease, and given information on nutrition, juvenile diabetes and the programs of the United Labor Agency and the United Way.

SIU sues U.S. over program that skirts federal cargo laws

The Seafarers and a maritime industry organization filed a joint suit against the federal government over a recent ruling that farm commodity exports shipped under a "blended credit" program are not subject to cargo preference laws.

The suit asks the U.S. District Court for the District of Columbia to order the Dept. of Agriculture, Dept. of Transportation and the Maritime Administration to obey the federal statutes.

Cargo preference laws, in effect since 1954, require that at least 50 percent of government-impelled cargoes should be carried by American-flag vessels.

The suit, filed by SIU and the Transportation Institute, charges that the government has shipped commodities to 16 countries under the blended credit program. The institute represents 174 U.S.-flag maritime companies.

The suit was spurred by a government decision that cargo preference laws would not apply to some 5.5-million metric tons of farm cargo worth approximately $1 billion sold by the government through 1985.

The "blended credit" program provides government guarantees for 80 percent of the loans to the foreign purchasers at market interest rates while the remaining 20 percent is interest-free.

SIU President Frank Drozak charged that "there are government officials and agencies who consider the Cargo Preference Act of 1954—and similar laws—as nothing more than a pothole in the road to be avoided."

Idle ships

Since October 1982, Drozak noted, many American-flag vessels have been idle or laid up without other employment for varying periods of time, and could have been gainfully employed in the transportation of agricultural commodities.

"Many SIU members have been unable to secure employment as seamen on U.S.-flag carriers for long periods of time. Thus, by not obeying the law, the Administration has added to the already high unemployment rate of the hard-pressed American maritime industry," Drozak said.

Herbert Brand, chairman of the Transportation Institute, charged that "USDA developed the plan with the help of the Office of Management & Budget as a means of ducking cargo preference."

Brand said that a memorandum by Maritime Administrator Harold E. Shear demonstrated that the government knows that cargo preference should apply to the blended credit program, but is not insisting on its enforcement because of concern that it will jeopardize both the blended credit program and cargo preference laws.

"We're asking that the government declare that these cargoes properly come under cargo preference," Brand said.

Brand said that the Administration's decision—disclosed to the industry in late August—typifies President Reagan's approach to shipping issues. He particularly criticized USDA for constantly seeking to circumvent cargo preference laws.

Drozak said that he was "tired of the endless litany of promises from the Reagan Administration to revitalize America's merchant marine. Yet, every time an opportunity presents itself for the Administration to act on its promises, all we get from them are actions further sinking America's bottoms.

"We have filed this suit in complete desperation of this most recent flagrant disregard for the law. This Administration won't even obey the law, let alone live up to its promises," he stressed.

4 percent in January

House votes to delay federal employee raise

The House voted to give federal employees a 4-percent pay raise, substantially below the 21.5 percent due them under a formula intended to maintain comparability with private sector jobs, but a bit more than the 3.5-percent increase announced earlier by President Reagan.

By a 245-176 vote, however, the House adopted the Jan. 1, 1984 effective date sought by the Administration rather than the Oct. 1, 1983 date specified in the long-disregarded Salary Comparability Act.

Both House actions were in accordance with the budget resolution Congress adopted last summer. The reconciliation bill, so-called because it is supposed to carry out the intent of the budget resolution, now goes to the Senate.

The issue of the effective date of the raise came to the House floor for a separate vote because the Post Office & Civil Service Committee had balked at budget instructions to achieve a "savings" by postponing the pay adjustment.

Committee Chairman William D. Ford (D-Mich.) protested the unfairness of continually shortchanging federal workers. For the past six years, he noted, the comparability formula that was supposed to link federal salaries to the private sector pay scales has been ignored.

House action

But the House supported its Budget Committee recommendation on the three-month postponement, even though most House Democrats voted against the delay.

The salary changes for federal civilian employees normally apply to the military services, although that link has not been consistently applied in past years. Postal employees negotiate their pay directly with the U.S. Postal Service.

A tax bill slated for House action as the AFL-CIO News went to press included a provision that establishes permanent rules barring the Internal Revenue Service from taxing many of the fringe benefits received by groups of workers in connection with their employment.

Benefits exempt from taxation under that provision include services provided to employees at minimal or no cost to the employer, various employee discounts on purchases, reduced tuition for educational institution workers and their spouses and children, and benefits necessary to facilitate the performance of the employee's job.

When it takes up the ibill, the House also will vote on whether to accomplish Medicare savings called for in the congressional budget by freezing payments for physician services at June 1983 levels and by requiring physicians to accept Medicare payments as full compensation without billing patients for additional amounts.

It will be voting also on revenue-raising, tax reform amendments beyond the token amounts agreed to by the Ways & Means Committee.

Still awaiting House action is the labor-supported, auto domestic content bill. The rule for taking up the measure has already been approved by the House.

Tom Bradley dies at 55, president of Maryland-D.C. fed

Baltimore—Thomas M. Bradley, president of the Maryland State and District of Columbia AFL-CIO since 1979, died Oct. 27 at Franklin Square Hospital. He had suffered a massive heart attack earlier this month.

Bradley, who was 55, had been a member of the Machinists since 1949 and rose from shop steward to president of IAM Local 1561 in Baltimore.

Later, he served as director of Baltimore COPE and headed the city's central labor council from 1974 to 1979. Bradley had been a vice president of the state federation before he was chosen by the executive board to fill a presidential vacancy. He was elected to a full term at the state federation's 1981 convention.

AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue cited Bradley's leadership and fervor in a message to his wife, Jean.

"His dedication, his energy, his integrity and his judgment were tremendous assets to the workers who elected him as their leader . . . We will cherish his memory . . . Tom's death has spread sorrow and a deep sense of personal loss to trade unionists throughout Maryland and far beyond its borders," Kirkland and Donahue wrote.

In addition to his wife, Bradley leaves four children and two grandchildren.

labor studies

Eight labor studies programs will be offered by the George Meany Center during November and December. The schedule:

Labor Law, Nov. 6-11—A review of labor law for non-lawyers covering statutes regulating internal union affairs, organizing, collective bargaining, the duty of fair representation and equal opportunity.

Media Training, Nov. 14-15—A two-day session on working with television reporters for AFL-CIO headquarters staff members.

Opinion Polling, Nov. 21-22—A seminar on the uses of opinion polls in political activities, legislation and organizing.

Pension Clinic, Nov. 21-22—A two-day session to enable research, headquarters and field staff members to share information and experiences on pension negotiations.

Computers for Local Unions, Nov. 20-23—An introduction to computers for unions thinking of buying computers or upgrading their present systems.

New Staff, Nov. 27-Dec. 9—A two-week program for new union staff members recently appointed or elected to full-time positions. Instruction emphasizes training on bargaining, organizing and servicing members.

Advanced Video Users Workshop, Dec. 4-9—An effort to assist unions to produce low-cost video taped programs for cable or broadcast. Instructors are from the Labor Institute of Public Affairs and other video professionals.

Organizing Techniques I, Dec. 11-16—An institute on the basics of union organizing campaigns for full-time international or local union staff members.

Unions using the George Meany Center campus during November for their own staff training programs are the Operating Engineers, Nov. 6-11; Service Employees, Nov. 14-18 and Nov. 27-Dec. 2, and Air Line Pilots, Nov. 16-18.

The American Institute for Free Labor Development is host to 36 Spanish-speaking trade unionists from 14 Latin American countries who are on campus until Nov. 10 studying comparative collective bargaining in developing countries and workers and rural development.

More information about these and other labor studies is available from Fred K. Hoehler, Jr., executive director, George Meany Center for Labor Studies, 10000 New Hampshire Ave., Silver Spring, Md., or telephone 301/431-6400.

Case backlog cleared by Stevens settlement

Continued from Page 1

two appeals courts to drop three contempt rulings against the company.

At a news conference following annoucement of the agreement, ACTWU General Counsel Arthur Goldberg noted that while the company has "made a commitment to collective bargaining" in plants already organized, Stevens is expected to continue to resist organization in other facilities. ACTWU intends to continue organizing activities at those plants, he told reporters.

NLRB General Counsel William Lubbers, noting that the new agreement is an outgrowth of the 1980 pact, commented that Stevens' compliance with the settlement—and the labor-management relationship that has grown from it—appears to point to a continued climate "in which Stevens employees are in a position to exercise their statutory rights free of coercive opposition."

EDITORIALS

Still Manageable

THERE IS no dispute as to the need for a sustained, large-scale public investment in the rehabilitation of the nation's infrastructure—that rather cumbersome word which refers to roadways and bridges, sewer systems and water lines. In short, the underpinnings of any industrial society.

There is blame enough to pass around, but the fact remains that necessary maintenance and timely replacement too often have been the first casualties of tight budgets. It is cheaper to pigeonhole an engineering study than to act on it, so cracks become crevices.

Inevitably, there comes a time when a patch here and there just isn't enough. And all across America, that time has come. Sometimes it comes with a bang, like the collapse of an overage bridge into a river.

The bad news from the blue-ribbon panel of labor and management leaders brought together by former Sec. of Labor John T. Dunlop was not unexpected. The panel was unanimous in its warning of "the tragic deterioration of the nation's physical plant."

THE GOOD NEWS was that the task was still "manageable." Yes, it would require a sustained, large-scale federal effort. The additional spending estimate of about $10 billion a year over a 15-year period is a lot of money by anyone's standard, but it is just a fraction of the cost of inaction. And much of the cost, the panel noted, could be met by user fees paid by those who benefit most directly from the improved facilities.

And as AFL-CIO President Lane Kirkland said at the news conference accompanying the release of the Labor-Management Group's recommendations, "what better time" to address these needs than now, "when we have heavy unemployment, idle resources, idle capacity and a problem of displaced workers of major proportions."

Boston Smarts

IN TODAY'S multi-ethnic Boston, a recent newspaper editorial reflects what in an earlier era would be considered a prime example of Yankee shrewdness.

The Boston Globe suggested that "it may well be in the broad public interest of the taxpayers of Massachusetts that union activity increase." And it went on to explain its reasoning.

Studies have shown that workers at the bottom of the wage scale are most likely to drop below the poverty level and qualify for publicly financed income assistance, "on which Massachusetts spends about $1.5 billion a year." And even a small downturn in their personal circumstances can "make them, at least temporarily, consumers of tax dollars."

So instead of taxpayers in effect subsidizing low-wage employers, the "best hope for the workers in low-paying service sector jobs, and for all those who want Massachusetts' spending on welfare-related benefits reduced, may well be increased activity by the unions."

Amen to that.

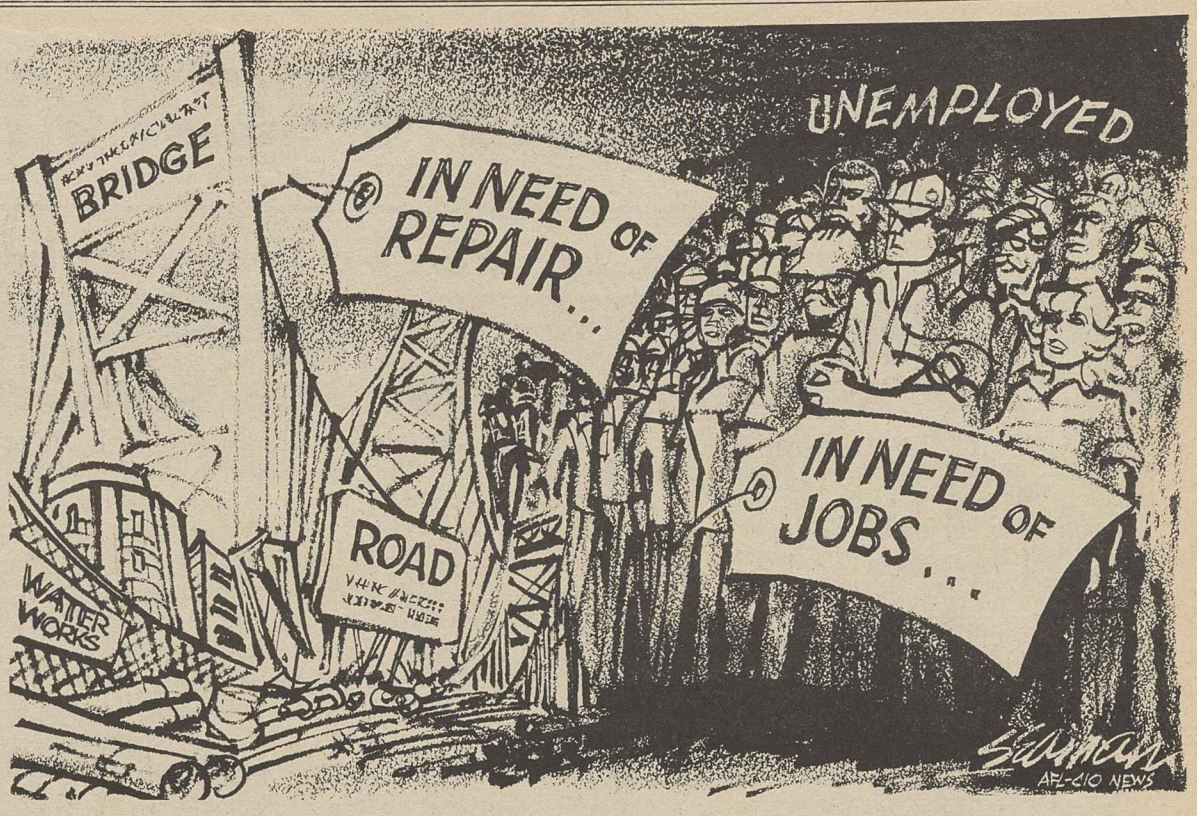
In the Best Tradition

HOWARD JENKINS, JR., served on the National Labor Relations Board with distinction for 20 years, under appointments from both Democratic and Republican presidents.

At a testimonial luncheon marking his retirement, AFL-CIO Sec.-Treas. Thomas R. Donahue spoke of the contribution to "sensible industrial relations" made by NLRB members who have left lasting marks. Some, like Jenkins, were Republicans; others were Democrats. They saw their mission, Donahue noted, "as upholding a law, not grinding an axe."

That law, of course, is the National Labor Relations Act. It proclaims a national policy to be achieved "by encouraging the practice and procedure of collective bargaining, and by protecting the exercise by workers of full freedom of association."

Those words should be read and reread by all who are privileged to follow Howard Jenkins on the NLRB.



Washington Window

Fair tax reforms needed in battle against deficits

By Press Associates, Inc.

Ballooning federal deficits and the danger they pose to the economy have been causing alarm among economists, business and labor leaders, members of Congress, and the public at large.

President Reagan, however, has exhibited less concern about the record deficit now approaching $200 billion a year. Reagan, ironically, made deficits a major issue in his 1980 campaign and promised to balance the budget by 1983.

Recently, Reagan accused critics of using "scare tactics about deficits." Taking a different tack at a later news conference, he said "deficits just didn't spring up in 1,000 days" (his time in office) and pointed the finger at the "tax and spend" policies of his predecessors.

It is understandable that Reagan would want to divert attention from the deficit problem. For he is the one most responsible for creating it with his program of huge tax cuts favoring the rich and big business and a hefty increase in military spending. Congress, too, has been reluctant to undo the damage since part of the solution involves raising revenue in an election season.

Last spring, Congress approved a budget resolution which set targets of $73 billion in tax increases and $12 billion in spending cuts for the next three fiscal years. But so far Congress and its committees have accomplished little.

Closing the gap

The Democratic Study Group, made up of liberal House Democrats, recently took up the challenge of closing the revenue gap in a way that would restore some equity to the tax system.

In a letter to Reagan, the DSG urged the President to support tax reform measures to reduce "the staggering deficits" which threaten "sustained economic recovery."

Among the proposals receiving substantial support in the survey were reducing special tax breaks for the oil industry, ending preferential capital gains treatment for non-productive assets, and ending tax incentives for corporations to move production overseas.

Repealing the Reagan-backed 1981 measure to index taxes to inflation beginning in 1985 was seen needed to prevent a further revenue drain.

The DSG contrasted its proposals with others which it said would add to the already unfair burden on lower and middle-income taxpayers. These include the Administration's "standby" proposals: new energy taxes and across-the-board surtaxes on personal income.

Grab-bag of ideas

Other ideas floated by the Administration include a tax on employee health benefits, a value-added tax, which would be passed on to the consumer, and a flat tax on income.

The tax code can be both simplified and made more equitable. A bill to achieve this was introduced early this year by Rep. Richard Gephardt (D-Mo.) and Sen. Bill Bradley (D-N.J.).

The Gephardt-Bradley "fair tax" is a kind of "progressive flat tax." Individuals with incomes below $25,000 and couples making $40,000 would pay a "flat" 14 percent of income. Above that, the tax rate would rise to a maximum 30 percent instead of the current 50 percent. There would be a flat 30 percent tax on corporations.

Most tax loopholes which favor the wealthy would be closed, but deductions would remain for home mortgage payments, state and local taxes, and charitable donations.

At his recent news conference, Reagan said more cuts in domestic spending are needed.

But further cuts in social programs or entitlement programs like Medicare would only increase the suffering for millions of Americans.

Reagan is expected to ask Congress to hike the rate of defense spending even beyond its current high level. As the DSG told Reagan, "military restraints" should accompany efforts to raise revenue "if there is to be any realistic hope for bipartisan accommodation."

AFL-CIO news

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Vol. 28, No. 43 SATURDAY, OCTOBER 29, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
American Federation of Labor and Congress of Industrial Organizations

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MEMO FROM COPE

And, Lo, There's a Tunnel at the End of the Light

Reagan Fairness...Random Figures...Rueful Findings

Some random figures on Reagan fairness that add up to rueful findings (figures from Congressional Budget Office analysis comparing 1982-85 social program spending under Reagan cuts to what it would have been under affected programs as the laws stood in January 1981):

► The President denies it, *but* . . . his budget cuts *have* been targeted so they most hurt families of low and moderate income. Families with incomes under $20,000 will take federal program benefit cuts more than twice as high as upper-income families—on average, a loss of $415 a year, compared to $175 by Fiscal Year 1985.

► Forty percent of all spending reductions in major benefit programs hurt households with income under $10,000. Another 30 percent hurt families between $10-$20,000.

► Spending for food stamps, the basic nutrition program for the poor, suffers 13 percent slash.

► Child nutrition programs are cut 28 percent, and one million fewer school children will benefit from free or reduced-price meal programs.

► Aid to Families with Dependent Children is hit with 13 percent cut—about $4.8 billion.

► Spending on employment and job training programs goes down by 60 percent.

► Training targeted for the disadvantaged—including summer youth employment and training programs—is cut 35 percent, a $7.4 billion slash.

► Outlays for guaranteed student loans for college education—which are vital to help the children of working people—are 27 percent less (700,000 students), and spending on other student financial aid is 13 percent less.

► Funding for special student aid programs—disadvantaged, handicapped—at the elementary and secondary school levels is down 17 percent.

► Medicaid assistance to the poor, and Medicare, both take 5 percent cuts, while spending for other health service programs studied by the Congressional Budget Office is chopped 22 percent.

► In dollar terms, $26 billion is gouged out of retirement and disability programs.

► Reagan-conceived block grants to states on social services cut 22 percent from spending for previously-separate programs combined into the block grants.

► Cuts in community services lumped into block grants by Reagan amount to 39 percent.

A few figures from sources other than the CBO analysis:

► Despite the heralded "recovery," business bankruptcies proceed in 1983 at a record pace—more than 19,000 as of summer's end, an increase of 27 percent over 1982.

► Banks are also failing at a record rate—35 through August—and could top the post-Depression record of 43 set in 1940.

► In 1982, the number of Americans living in poverty increased by 2.6 million to a total of 34.4 million, according to the Census Bureau. That's the highest poverty rate in 17 years at 15 percent of the total population—up from the low point of 11 percent in the years 1973-78.

► More than one-fifth of the workforce was unemployed at some time in 1982, a total of 26.5 million persons.

► Notwithstanding the slight dip in over-all unemployment figures, the number of persons working part-time but needing and seeking full-time work actually increased in the latest monthly figures from 5.8 to 6.1 million.

Now...About That Tunnel...

So much for "Reagan fairness and random facts."

What about "rueful findings?"

For one thing, whatever economic "recovery" is occurring has left behind the strewn victims of Reaganism—millions of them—who will not get back what was taken away in the Reagan blitz against social welfare programs.

► Children thrown off nutrition programs.

► Families no longer helped—or struggling on reduced assistance—with food stamps.

► Many of the needy on Medicaid, and the elderly on Medicare.

► Persons who need skills, robbed of job training.

► Youngsters with special education needs no longer getting help.

► College-age persons dropping out for lack of student loans.

There will be millions of others to come, because until a President and Congress arrive to reverse them, the Reagan cuts in people-assisting programs will continue to take their toll.

And for all this sacrifice—including millions of jobless workers who will never recoup what they lost in the Reagan Recession—many concerned economists and other observers feel that there's a "tunnel at the end of the light" of the so-called recovery.

They fear continued high interest rates, held aloft by enormous deficits—caused substantially by ill-advised and one-sided Reagan tax cuts—will cut off recovery at the pass and/or bring a wild new wave of inflation.

Most of them predict, though, that what's going to hit the fan as a result of Reaganism won't get there until 1985, so will not affect Reagan's 1984 re-election effort.

One of the wiser heads on the conservative end of the spectrum, Kevin Phillips, points out in a newsletter that the last seven GOP administrations—Hoover through Reagan—have "presided over recessions (or worse) during mid-term elections" but most have benefitted from some economic bounce-back in the last half of their four-year terms.

Going by precedent, Phillips says, "if Ronald Reagan is elected in 1984, then the GOP should deliver a recession in 1985-86."

And, indeed, that's the forecast of many business economists. Phillips cites a recent poll of 407 members of the National Association of Business Economists, in which 41 percent of them picked 1985 as the year of recession, and 31 percent said 1986.

Almost all economists agree these days that the huge Reagan deficits all-but guarantee deep recession at least in the fairly near future—in other words, a "tunnel at the end of the light."

A One-Vote Edge

It didn't determine the winner, but it showed that one vote counts.

In the recent Boston mayoral preliminary election, the top two in an eight-candidate field made it into the Nov. 15 run-off.

They were separated by exactly one vote. City Council member Raymond Flynn got 47,-432 votes to 47,431 for former State Rep. Melvin King.

Odds 'n Ends

PRESIDENT PUTS OFF until after first of year any announcement of intention to run, or not to run, for re-election. However, his re-election campaign office opens in Washington and expects to have a full head of steam built up if Reagan says it's go for a second term.

COSMETIC CHANGE made by National Association of Manufacturers. It set up Council on a Union Free Environment several years ago, protested it was in no sense a union-busting operation—though everything it offered business leaders refuted its own claims. Now, to give it less aggressive sound, NAM changes council's name to CUE—An Organization for Positive Employee Relations. Name's changed, but game's the same.

NATIONAL CONSERVATIVE PAC leaders vote overwhelmingly to support Reagan for re-election, announce group has already spent $2 million before the decision, plans outlays of $3 million more. NCPAC goes "independent expenditures" route, providing TV, radio, news ads for supported candidates—or against candidates it opposes.

TALKING ABOUT '84, Reagan advisers reportedly are dusting off 1980 so-called "labor strategy" for a re-run next year. Objective, one Administration spokesman is quoted as saying: "We've got to deflate the idea that he's a rich man's President." So, "labor strategy" will stress, as it did in 1980, "family, neighborhood, jobs," with the President—if he heeds his advisers—popping up at local union halls, bowling alleys and neighborhood diners. Says one newspaper columnist, despite unemployment will excessively high, "The Reagan political team believes the President still scores highly as an architect of hope and that he has done his best to turn the economy around."

GOP SENATE COLLEAGUES cough up almost $100,000 for re-election campaign of Washington state's Dan Evans, appointed to the late Scoop Jackson's Senate seat. Evans faces Democratic Rep. Mike Lowry in Nov. 8 election to fill remaining five years of Jackson's term. Both parties see this one as possible tip-off for struggle for control of Senate in 1984. Present balance is 55-45 for GOP. Dems want to whittle it down one, so they go into '84 that much closer to control. GOP wants to hold on for the cushion this one seat provides.

ANOTHER PLEA for funds goes out to supporters from Young Americans for Freedom whose chairman, Robert Dolan, says if he can't come up with $50,000-plus in a hurry, "I will be at the end of my rope." Hard to imagine right-wing movement letting YAF go down drain, if it's really the hardship case it describes. YAF has been farm system for entire "new right," most of whose present top leaders came up through its ranks.

Time's Up!

"I believe the budget can be balanced by 1982 or 1983."

—Candidate Reagan 9/21/80

But He Hedged His Bet

"This Administration is committed to a balanced budget, and we will fight to the last blow to achieve it by 1984."

President Reagan 9/21/81

And He Hedged Again

"I've never said anything but that it (balanced budget) was a goal."

President Reagan 11/6/81

And Yet Again

"I did not come here to balance the budget—not at the expense of my tax-cutting program and my defense program. If we can't do it in 1984, we'll have to do it later."

—President Reagan quoted in Newsweek *11/16/81*

* * * * *

At last look, the current deficit was expected to reach the $175-$200 billion range—a record-setter—with most economists predicting huge deficits for years ahead.

The President blames "tax and tax, spend and spend" Democrats for past, present and future deficits.

AFL-CIO news

VOL. 28, NO. 44
SATURDAY
NOVEMBER 5, 1983

LEGISLATIVE ALERT!
PAGE 8

House votes auto content bill

Steelworkers celebrate decisive representation election victory at Newport News shipyard.

Big contract gains follow victory by Steelworkers

By Susan Dunlop

Newport News, Va. — Workers at the Newport News Shipbuilding & Dry Dock Co. here voted by a 5-to-1 margin to keep the Steelworkers as their bargaining agent, turning back a challenge from an unaffiliated union they had already rejected in 1978. And, on the heels of the decisive vote, USWA members ratified a new 43-month contract that will provide wage increases totaling 25 percent.

In an Oct. 27 election conducted by the National Labor Relations Board, USWA Local 8888 received 13,591 votes to 2,535 for the Peninsula Shipbuilders Association.

A third organization, the unaffiliated Marine & Industrial Transportation Union, got 305 votes. There were 259 votes for "no union."

Two days after the election victory, Local 8888's bargaining committee announced a settlement on a new contract that workers ratified by a 2-to-1 vote on Nov. 1. It will bring wages at Newport News closer in line with those in other shipyards around the country. The old 42-month contract expired Oct. 31.

Democratic choice

USWA Vice President Leon Lynch, who coordinated the election campaign, called the results "a historic reaffirmation of the Steelworkers as the democratic choice of the majority of workers in America's largest shipyard."

Workers at the yard voted for the USWA on the basis of proven responsibility and economic gains, Lynch said, pointing to more than double hiring rates and average wage increases of about $10-000 a year for the shipyard's 18,200 workers since the union began representing the employees.

Lynch said PSA's move was an attempt "to regain a role which brought it into discredit for more than 40 years because of its 'cozy' relationship with the company." The shipyard, the world's largest, is owned by Tenneco, Inc.

The Steelworkers won the first election in January 1978. In both contests, the USWA pointed to PSA's ineffective record as the workers' bargaining agent and its close ties to management. By contrast, Lynch noted, "economic and social insurance benefits to Newport News shipyard workers during the life of the USWA-bargained contract have been valued at $300,-000,000."

Although PSA leaders sought to downgrade the achievements under the Steelworkers, local election campaign leaders for the USWA said a key slogan during the campaign—"42 Years versus 42 Months"—was effective in convincing the shipyard

Continued on Page 3

Kirkland scores easing sanctions against Poland

By James M. Shevis

The Reagan Administration's decision to ease economic sanctions against Poland is "dead wrong," and undermines confidence in American foreign policy, the AFL-CIO warned.

Federation President Lane Kirkland said that organized labor "strongly opposes" the decision to relax the sanctions the United States instituted after Poland imposed martial law in 1981.

"The conditions established by the President for the lifting of sanctions have not been met," Kirkland said. "They included the freeing of all political prisoners, the restoration of trade union rights, and negotiations between the government and Solidarnosc.

"To relax sanctions before any of these conditions have been satisfied can only demoralize those in Poland who have sacrificed so much in the struggle for human rights."

The sanctions were put into effect by President Reagan on Dec. 23, 1981, ten days after martial law was declared by the Jaruzelski regime. Poland lost the right to

Continued on Page 3

Jobs measure faces fight in GOP Senate

By David L. Perlman

The House sent a clear message to foreign auto manufacturers to set up production facilities in this country if they want to continue selling large numbers of cars in the U.S. market.

It passed, 219-199, a domestic auto content bill that the AFL-CIO estimates would be worth about one million jobs—in steel, rubber, glass, textile and auto parts employment as well as on automobile assembly lines.

Auto Workers President Owen Bieber acknowledged that the House-passd bill faces strong opposition in the Republican-controlled Senate, but he said the coalition of organizations supporting it will redouble its efforts.

There is strong public support, he declared, "for the principle that companies should produce here what they sell here, using American parts and labor."

Just two days before the House vote, the United States and Japan announced agreement on another year of "voluntary" limits on the number of Japanese passenger cars shipped to the U.S. market. There were predictions that the agreement would drain support for the bill, but supporters of domestic content requirements saw it as reinforcing their arguments.

More imports

Under its terms, auto imports from Japan would rise by 10 percent next year, to 1,850,000 cars, and Bieber said the rise will cost thousands of additional U.S. jobs.

Coupled with a General Motors plan to import some 300,000 small vehicles, it puts in doubt the future of small car production in the United States, Bieber said.

The House vote was comparable to the 215-188 vote for a similar domestic content bill last December, during the lame-duck session of the previous Congress. That bill died at the end of the 97th Congress, without Senate action.

On the current bill, 187 Democrats and 32 Republicans supported passage; 68 Democrats and 131 Republicans were opposed.

Continued on Page 6

Contract debarment approved

Taking profit out of union-busting

Union-busting firms shouldn't be rewarded with lucrative federal contracts, the House Labor-Management Relations subcommittee insisted.

It approved for early action by the full Education & Labor Committee a bill sponsored by more than 100 House members that would deny government contracts to persistent violators of the National Labor Relations Act.

Subcommittee Chairman William L. Clay (D-Mo.) described the measure as "a first step toward bringing some law-and-order to labor-management relations." He said it is aimed at firms such as Litton Industries, the conglomerate that profits by more than $1 billion in federal contracts despite its long string of unfair labor practice violations.

A similar provision was part of the labor law reform measure that passed the House during the Carter Administration but was blocked by a Senate filibuster.

Rep. Paul Simon (D-Ill.), the bill's principal sponsor, said slap-on-the-wrist remedies don't take the profit out of defiance of federal labor law. The government shouldn't reward "habitual lawbreakers" such as Litton with contracts, he insisted.

Discrimination covered

The Labor Dept. already has authority to debar from government contracts firms that discriminate because of race or sex, or that flout the Davis-Bacon Act, the Walsh-Healey Act or the Service Contract Act.

The debarment bill cleared by the subcommittee sets up comparable procedures to deny contracts to companies or to unions that have a pattern of intentional violations of the National Labor Relations Act. A union's debarment might affect its right to receive federal contracts involving job training or safety programs, for example.

A subcommittee fact sheet noted that debarment sanctions in other laws "have proven to be effective in obtaining prompt compliance by federal contractors."

It included this summary of the problem the legislation seeks to solve:

"Lucrative federal contracts are being awarded to companies that repeatedly violate federal labor laws. Public tax dollars are underwriting unlawful labor policies by major federal contractors.

"Companies should not gain an advan-

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The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

11/5/83

Congressmen Clay and Simon ask denial of federal contracts to scofflaws.

House panel approves ban on violators of labor law

Continued from Page 1

tage in a competitive bidding system by depressing labor costs through repeated unfair labor practices. This is unfair both to employees and to other companies that comply with the law."

At earlier subcommittee hearings, the AFL-CIO Industrial Union Dept. and a group of unions with first-hand experience with the Litton Industries conglomerate testified to a pattern of harassment of union supporters to break up organizing campaigns and refusal to bargain in good faith if a union establishes a majority.

At a news conference after the subcommittee approval of the bill, IUD Legislative Director Brian Turner and AFL-CIO Legislative Rep. Jay Power stressed that labor views the legislation as a "deterrent," to encourage compliance with the law.

While the legislation has some Republican co-sponsors, the subcommittee split along party lines.

That was the pattern on the rejection of an amendment by Rep. Steve Bartlett (R-Tex.) to waive the debarment penalty whenever it would result in the loss of income or jobs to any of the offending firm's employees.

Clay and the Democratic members countered that such an amendment would give a green light to law-breaking employers "to continue what they have been doing."

Try again

Bartlett said he would offer the amendment again when the bill comes before the full committee and when it reaches the House floor.

He said he is also considering an amendment to excuse employers whose unfair labor practices derive from a union's efforts to negotiate union security provisions in a contract.

The subcommittee's ranking Republican, Marge Roukema (R-N.J.), read a statement objecting that the bill wasn't "evenhanded."

Her complaint was that its penalties applied only to firms and unions holding government contracts.

New pacts ratified by Pacific Coast shipyard workers

Seattle — Workers at Pacific Northwest shipyards have ratified two new contracts, one covering 2,400 employees at Lockheed Shipbuilding & Construction Co. here and another covering 10,000 workers at nine shipyards from California to Washington.

Employees at Lockheed, represented by the Seattle Metal Trades Council, voted two-to-one by mail ballot for an agreement reached in early October.

That 39-month pact calls for a temporary suspension of cost-of-living adjustments. But in the meantime, Lockheed will pay, retroactive to July 1, a lump sum of 25 cents per hour for each hour of straight time and overtime. The payments will be made every six months from next January to July 1986.

Similar payments will be made for meeting productivity goals. The journeyman rate will remain at $13.50 an hour.

Strike settlement

A separate agreement, reached earlier between the 11-union Pacific Coast Metal Trades Council and the Pacific Coast Shipbuilders Association, was ratified by a margin of three-to-one. The pact was reached after a two-month strike at the nine shipyards represented by the association.

The contract continues cost of living adjustments over the life of the agreement, but provides no additional wage increases.

In both the contracts with Lockheed and the shipbuilders' association, the companies agreed to changes in the contribution rate for health and welfare benefits and to put 3 cents an hour into training programs.

Although Lockheed had formerly been a member of the shipbuilders' association, it pulled out prior to the latest round of bargaining.

Recently, another company, Tacoma Boatbuilding Co., told the Pacific Coast MTC that it was also leaving the association, but the company agreed to a contract with the same terms as the master agreement.

Labor Dept. rebuked

Senate votes to block funding cut for HRDI

A tongue-lashing on the Senate floor and an amendment voted to a pending appropriations bill has caused the Labor Dept. to have some second thoughts about its plan to slash federal funding for the Human Resources Development Institute, the employment and training arm of the AFL-CIO.

While holding back from a specific commitment, Labor Dept. officials have been sending hasty signals to Capitol Hill that a thrice-repeated message from Congress has finally been heard.

The congressional message was one of strong, bipartisan support for a continuing national role for HRDI under the new Job Partnership Training Act, which went into effect Oct 1.

It was first expressed in letters from congressional Democrats and Republicans alike to Labor Sec. Raymond J. Donovan protesting a scheduled 75 percent reduction in HRDI funding.

A cut of that magnitude, on top of a previous cutback, would have compelled a shutdown of HRDI's entire field operations and curtailment of its Washington-based services to workers who have been hit by layoffs and plant closings.

The letters, from a broad spectrum of House and Senate members, added up to an impressive testimonial to the trade union movement's involvement in the new job training program.

The next message came from the appropriations committees of Congress, initially through the reports of House-Senate conference committees explaining the final version of legislation and how differences between the two bodies were resolved.

Stay at current levels

First on a temporary resolution and then in the report accompanying the permanent appropriations bill for the Labor Dept., the House-Senate conferees directed the department to continue at current levels its contract with HRDI and two other non-profit organizations.

It reinforced its directive by including funds sufficient for the Labor Dept. to comply with the intent of Congress for the funding of the programs.

Such directives don't have the legal force of legislation but they are almost always respected by the Executive Branch department involved. The common wisdom in official Washington is that an agency that defies such a clear congressional intent does so at its peril.

Sen. Lowell P. Weicker, Jr. (R-Conn.), who had been instrumental in the earlier efforts to maintain HRDI's effectiveness, had the ready support of Appropriations Committee Chairman Mark O. Hatfield (R-Ore.) and the committee's senior Democratic member, John C. Stennis (Miss.) for the next move.

Funding bill

On the Senate floor was a supplemental appropriations bill that also included funds for some Labor Dept. programs.

This time, to give it full legal effect, the Senate amended the bill to write into the legislation a requirement that the Labor Dept. spend the funds provided in the earlier bill in the manner specified in the conference report.

Hatfield said that while conference language may not have the effect of law, Congress expects its wishes "to be given serious consideration."

He was supporting the legislative amendment because of the "very flippant, totally uncalled for" response by the Labor Dept.

Stennis added that the amendment deserves support "on the merits" as well as for its assertion of the clear intent of Congress.

Weicker noted the special importance of the funded programs to the new job training program, which emphasizes private sector involvement.

The next step is a House-Senate conference which will decide whether to keep the Senate amendment or some version of it in the final bill.

Airline Pilots sue Continental for breaking union contract

Houston—The Air Line Pilots filed suit against Continental Airlines for $100 million in damages because the carrier abrogated its contract with the union.

In a brief before U.S. District Court here, ALPA charged the airline violated the Railway Labor Act, the federal law governing labor relations in the airline and railroad industries.

The union also seeks an injunction to restore the ALPA contract, prohibit Continental from bargaining with individual pilots and bar the carrier from hiring strikebreakers to replace its union pilots.

ALPA said the strike is a direct result of Continental's abrupt halt to operations, including abrogation of the contract and a partial pilot lockout begun on Sept. 24.

The ALPA suit accuses Continental of federal violations that include refusal to bargain in good faith or make and maintain agreements under the law, direct negotiations with individual pilots, unlawful destruction of the collective bargaining agreement and unlawful interference and coercion against ALPA and its members.

In a separate suit filed in U.S. District Court in Washington, D.C., the union accused the Civil Aeronautics Board of violating the Airline Deregulation Act, depriving airline employees of due process of law and prejudging cases brought by workers for relief under the act.

The suit charged that the CAB "unlawfully withheld and unreasonably delayed" action on determining whether deregulation was the cause of bankruptcies and layoffs at nine affected airlines.

The suit also asked that the board's five members be barred from hearing the cases and that an independent panel be appointed by the court instead.

The union also called for CAB Chairman Dan McKinnon to refrain from participating in Continental's applications to form new international subsidiaries.

In calling for McKinnon to step aside, ALPA pointed out that the CAB chairman had prejudged and made public his views on the merits of the Continental applications before hearings could be held on the case.

Litton's lawlessness

The National Labor Relations Board's field offices have been asked to look for the long arm of Litton Industries in unfair labor practice cases involving subsidiaries of the giant conglomerate.

In a memorandum to his field staff, NLRB General Counsel William A. Lubbers noted the contention of unions that a pattern of labor law violations by subsidiaries and divisions of Litton Industries reflects "involvement, direction and control of the parent corporation in the commission of these unfair labor practices."

If this is so, Lubbers suggested, remedial action should be sought from the parent corporation as well as the subsidiary.

Because Litton offshoots operate under a variety of corporate names, he said, NLRB field staffs should become familiar with the identity of Litton companies in their regions.

If investigation of a charge filed against a Litton subsidiary or division shows that the parent company "is responsible for, or has participated in, the commission of unfair labor practices," Lubbers directed, "additional investigation should be undertaken" and the party that brought the charge should be informed of its right to file a charge against the parent company as well.

Contract gain follows ballot to keep union

Continued from Page 1

workers to vote for the AFL-CIO affiliate.

The union was certified as bargaining agent in October 1978, but the company resorted to drawn-out legal appeals to put off contract negotiations. PSA also tried to get the courts to block the USWA.

The Steelworkers struck the shipyard from January to April 1979, then called off the strike while waiting for an appeals court ruling in the case. The court decided in their favor and ordered the company to bargain.

A first contract was ratified in March 1980.

Although negotiations for the new pact had been on since September, the uncertainty over the challenge by PSA slowed down the talks.

'Big vote' breakthrough

But a settlement quickly followed the decisive election results, and Local 8888 President Eddie Coppedge, called the bargaining breakthrough "very simple—we had a big vote."

Local 8888's new agreement will bring an immediate wage increase of 9 percent that will be followed by a 7 percent boost on Mar. 4, 1985 and 7 percent on May 5, 1986. The contract expires May 31, 1987.

Under the agreement, pay for first-class specialists—the highest paid workers in the yard—will rise over the term from a current $9.86 an hour to $12.31. Hourly rates for first-class mechanics—the largest group at the facility—will go from $9.15 to $11.41.

The new contract also strengthens language on automatic wage progression and wage review; raises pension benefits by $1 to $15 a month per year of service effective next March; increases the maximum major medical coverage from $25,000 to $250,000, and improves sickness and accident benefits.

Coppedge stressed that the union had made no concessions in bargaining. The bargaining committee unanimously recommended ratification of the agreement.

Spirit of Solidarnosc

Exhibit on the "Art of Solidarity" that grew out of the free labor movement in Poland drew hundreds to the Russell Senate Office Building on Capitol Hill. The multimedia exhibit of graphics, photographs, and artifacts was produced in Poland during the period from the birth of Solidarnosc through its suppression under martial law. Exhibit sponsors were the AFL-CIO, Committee in Support of Solidarity, Friends of Solidarity, Frontlash, and the Poland Watch Center. Federation President Lane Kirkland gave the keynote address at the opening of the exhibit.

Administration seen 'dead wrong' in easing of sanctions on Poland

Continued from page 1

fish in American waters; a ban was placed on the Polish state airline, Lot, and on the sale of high technology, and Poland was deprived in 1982 of normal tariffs on goods imported into the United States, the so-called most-favored nation status.

When Gen. Wojciech Jaruzelski declared martial law in Poland, he outlawed the one-year-old Polish free labor movement, Solidarnosc. Its leaders and thousands of its members were detained and jailed, but the organization—the first of its kind to exist in any communist-ruled country—continues to function underground.

"We are dismayed that the President, for all his tough anti-communist rhetoric, would reward the Polish government just as it prepares show trials for leaders of Solidarnosc and KOR, as it continues its campaign of slander against (former Solidarnosc Chairman) Lech Walesa, and as it refuses to receive an ILO (International Labor Organization) commission of inquiry into its violations of workers' rights," Kirkland said.

"The Administration's sense of timing is atrocious," he added.

"If we falter in our resolve with regard to Poland, our demonstrations of force elsewhere in the world will not suffice to restore credibility to our declarations of support for the cause of human freedom."

Facing trial

Eleven top-ranking Polish dissidents are awaiting trial on charges of trying to overthrow communist rule. They include seven leaders of Solidarnosc and four members of the dissident intellectual group known as KOR. The 11 dissidents, who were rounded up when martial law was declared in December 1981, were formally charged last fall after a round of Solidarity demonstrations. They could face long jail terms, possibly even death terms, if convicted.

At a Capitol Hill exhibition of "The Art of Solidarity," Kirkland compared the upcoming trials with the show trials of the Stalinist era.

"Whether we have the means to change the course of the Jaruzelski regime may be open to debate," he observed. "But that, I submit, is not the central issue. The central issue is whether we have the will to match the courage and determination of Solidarnosc with an equal measure of perseverance in loyalty to their cause."

Since its inception in 1980, Solidarnosc has received moral and material support from the American labor movement, and Kirkland pledged the AFL-CIO would continue that support.

"The AFL-CIO will not retreat. We will remain at the side of Solidarnosc for as long as it takes," he said.

The decision to ease some of the sanctions against the communist Polish government was conveyed to western governments and to Poland in late October, the Administration said.

In justifying the removal of certain sanctions, the Administration cited Pope John Paul II's visit to Poland in June, the official end of martial law in July, and the release of a number of political prisoners.

As part of the relaxation of sanctions, the United States will join its allies in renegotiating Poland's $25-billion debt to the West. Reagan also authorized discussions on the possible resumption of Polish fishing in U.S. waters.

The White House said other sanctions against Poland remain in effect, and that its action was aimed at "inducing the Polish government to begin a path of national reconciliation and restore free trade unions."

"Very serious problems still remain," the White House conceded. "The Polish government continues to defy the wishes of the majority of the Polish people. Free labor unions have not been restored," it said.

"No genuine economic reforms have been implemented and stringent censorship still remains."

Among the sanctions still in effect are a suspension of Polish civil aviation rights, a freeze on trade credits, curbs in the export of high technology to Poland and suspension of its special trade status.

West Virginia delegates vote 'an extra dollar for COPE'

Charleston, W. Va.—"An extra dollar for COPE" campaign to help elect labor-supported candidates in 1984 was unanimously approved by delegates to the West Virginia AFL-CIO convention here.

The measure, the first of its kind adopted by the federation, calls on every affiliated union to make a one-time contribution to the state's COPE fund of $1 per member in addition to regular contributions collected.

State Federation President Joseph Powell said the convention's theme, "Turning Point '84," was chosen to underscore the crucial need for political change in the presidential election to turn around conditions for working people in the state. West Virginia has led the nation in high unemployment for some time, he said.

The 400 delegates unanimously adopted a resolution endorsing state senate President Warren R. McGraw (D) in his bid for governor.

Perfect record

McGraw, has had a 100 percent right COPE voting record in 15 years in the state senate, Powell pointed out.

In a speech at the convention's banquet, AFL-CIO Sec.-Treas. Thomas R. Donahue stressed the importance of an all-out effort to help Walter F. Mondale win the Democratic nomination for president. Mondale was endorsed in his bid by the AFL-CIO convention in October.

Donahue told the delegates that the "mean-spirited" policies of the Reagan Administration were responsible for high unemployment not seen in the nation since the depression of the 1930's. But through its solidarity and unity of purpose, Donahue said, organized labor will survive and will continue to work to see that human values are returned to government.

West Virginia Gov. Jay Rockefeller (D) criticized the Reagan Administration for policy and action that had "spun this state on its heels." He pointed to "cruel" cuts in social programs, and a tax cut that went only to people "of great wealth" and to corporations.

Senate bid

Rockefeller, who had COPE endorsement in his two terms as governor, is expected to run for the Senate seat being vacated by Sen. Jennings Randolph in 1984.

Among the 41 resolutions adopted by the convention were calls for:

- Improvements in the state's workers' compensation law.
- A state law to guarantee public employees' organizing and bargaining rights.
- Greater local union participation in postcard voter registration programs.
- Adoption of legislation to assure pay equity.
- Opposition to genetic testing in the workplace without strong safeguards for workers' rights.

Delegates also endorsed passage of federal laws requiring domestic content in automobiles, a national plant closing law to protect workers' interests, and ratification of the Equal Rights Amendment.

Rail Waymen repel Teamster raid

The Maintenance of Way Employees beat back an attempt by the unaffiliated Teamsters to represent trackmen on the New Jersey Transit commuter line by a 192-146 vote.

BMWE President O. M. Berge of the Maintenance of Way Employees said that the Teamsters threat posed a stiff challenge, but "we were determined that these workers should stay in a standard AFL-CIO railroad union." BMWE had represented workers on the line or its predecessor organizations—Conrail, the New York Central and the Pennsylvania Railroads—more than 50 years.

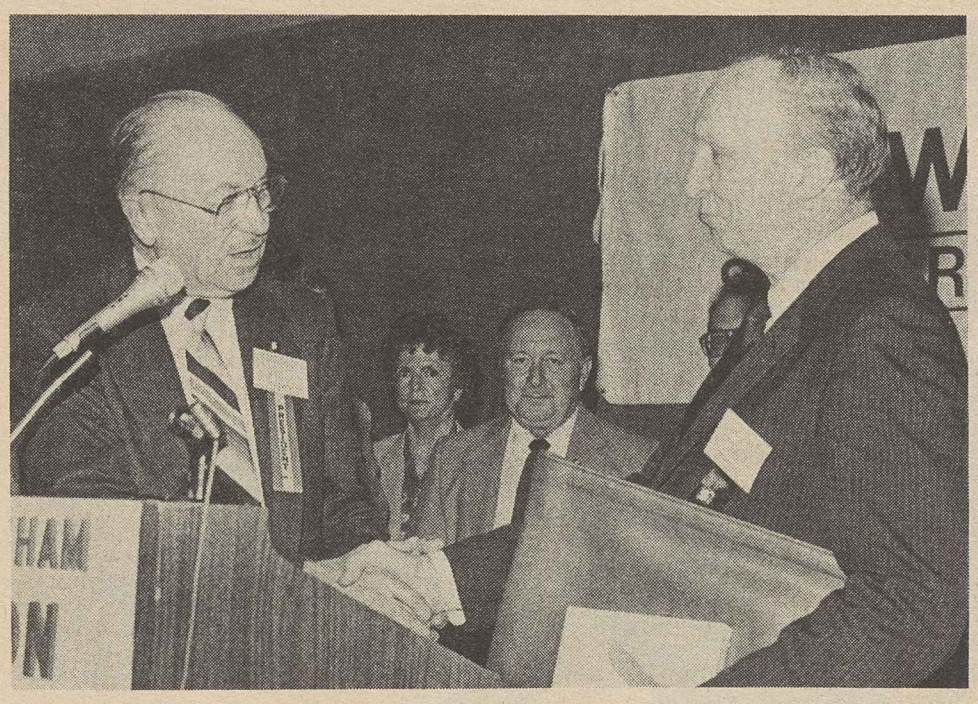
New Jersey Transit emerged after the 1981 Northeast Rail Service Act ordered Conrail to relinquish its commuter lines in the New York City area and turn them over to state agencies.

The carrier operates nine lines west of New York City. It serves some 70,000 passengers a day, and has about 3,200 employees altogether.

BMWE's contract expired on Dec. 31, 1982. Negotiations began in October 1982, but the parties could not reach an agreement. Last June, after the new carrier had been established, BMWE set up a Commuter Railway System Division representing some 500 employees.

Two months ago, the Teamsters made a bid at representation, asking the National Mediation Board to call an election. BMWE dispatched staffers from its Detroit and Chicago offices to obtain employee signatures and to get out the vote. Representatives from the AFL-CIO Dept. of Organizing & Field Services assisted in the campaign for the Oct. 31 election.

Under a regulation of the Mediation Board, the Teamsters will be barred from any further raiding attempt among the carrier's employees for two years.



Alabama AFL-CIO President Barney Weeks is praised for his 26 years of dedicated service by AFL-CIO Sec.-Treas. Thomas R. Donahue.

Retirement of Barney Weeks closes era for Alabama labor

Birmingham, Ala. — Leadership of the Alabama AFL-CIO changed hands during its biennial convention with the retirement of Barney Weeks after 26 years as president and the election of Sec.-Treas. A. G. "Ace" Trammell to that post.

Weeks, a member of the Typographical Union since 1935, served as president of the Montgomery, Ala., Central Labor Council and of the Montgomery ITU Local 222 before being elected state federation president in 1957. He has served on national and regional committees, including the Joint Council on Economic Education, Task Force on Rural Development, Southeastern Regional Manpower Advisory Committee and the AFL-CIO Committee on State & Central Bodies. He is also a founder and secretary-treasurer of the AFL-CIO Appalachian Council.

Civil rights effort

His most notable achievement, however, was staunch support and leadership in the struggle for civil rights and equal opportunity in a Deep South state.

Weeks also was instrumental in the establishment of a labor education center at the University of Alabama and in improving workers' compensation and unemployment insurance benefits.

Alabama Gov. George C. Wallace, in addressing the 14th biennial convention, proclaimed Oct. 26 as Barney Weeks Day in Alabama.

Trammell, a former president of the Rubber Workers Local 351 and of the Tuscaloosa Central Labor Council, ran unopposed for the president's post. He had been the federation's secretary-treasurer since 1963.

Frank Victory, formerly on the Machinists' international staff, was elected the new secretary-treasurer over Cathy Ziolowski, president of the Northeast Alabama Central Labor Council.

James Albright was re-elected executive vice president and director of COPE.

Per capita increase

The more than 700 convention delegates voted a two-step increase in the current 30-cent per capita tax by raising it five cents on Jan. 1, 1984 and by the same amount one year later. The resolution adopted had cited the two-year loss of some 23,000 members in the recession-bothered state.

AFL-CIO Sec.-Treas. Thomas R. Donahue told convention delegates, "Job creation is the No. 1 challenge to this country."

Lower wages overseas are draining U.S. manufacturing jobs, Donahue said. He noted that the Atari computer company earlier this year moved its work from the California plant where 1,700 workers were paid an average of $5 hourly to Taiwan where the average wage is 90 cents an hour.

Donahue said the United States should set tight limits on auto imports. Japanese cars make up 23 percent of the U.S. auto market, compared to 2.2 percent in France, 10 percent in Britain and 11 percent in Germany, he noted.

President Joyce Miller of the Coalition of Labor Union Women told the delegates that of the 42 million women in the workforce, only 6.5 million belong to unions, but they are earning an average of 30 percent more in wages and benefits than non-union women.

Convention speakers included Sen. Howell Heflin (D), Rep. Ben Erdreich (D), Rep. Tom Bevill (D), AFL-CIO Region V Director James Sala, Alabama Speaker of the House Tom Drake and Walter G. Davis, national AFL-CIO director of Community Services.

Delegates gave strong support to the AFL-CIO/American Red Cross disaster network of relief centers along the Gulf and Atlantic Coasts. The ARC signed up two new relief center sites in agreements with Electrical Workers Locals 505 and 653, both in Mobile, Ala.

In other convention action, the delegates endorsed Walter Mondale for President, supported passage of a prevailing wage law in Alabama, urged affiliation of all local unions with state and central labor bodies, and supported a collective bargaining law for public employees.

Emergency reduction

New asbestos standard called still inadequate

The AFL-CIO is "disappointed and dismayed" at the Reagan Administration's first action to lower worker exposure to a hazardous substance.

The Occupational Safety & Health Administration announced an emergency standard reducing worker exposure to asbestos from the present limit of two fibers per cubic centimeter of air to half a fiber.

OSHA was petitioned by 14 unions for an emergency standard on asbestos to limit worker exposure to one-tenth a fiber.

This is the first actual improvement of a standard to occur under the Reagan Administration, yet it is a severe regression from the position the agency had taken in 1980, according to Margaret Seminario, associate director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security.

"We are disappointed and dismayed," she said. "Reducing the standard to 500,000 fibers per cubic meter of air leaves the limit five times higher than what the unions had requested. In fact, OSHA, and NIOSH (National Institute of Occupational Safety & Health) had recommended in a 1980 joint study to limit the permissible exposure limit to the lowest level of exposure detectable."

Under OSHA's current policy of requiring medical examinations for workers exposed to asbestos, it uses a detectable level of one-tenth a fiber.

Industry's recommendation

Seminario charged OSHA has retreated to adopting the industry's position of one-half fiber. "Workers needed a standard to address this emergency, and this doesn't do it," she said.

Sheldon Samuels, director of occupational safety and health for the AFL-CIO Industrial Union Dept., noted the real test of the emergency standard is whether OSHA has "put in place the enforcement mechanism. It's the quality, rather than the quantity, of enforcement."

The emergency standard applies to general industry, including manufacturing, construction and maritime industries, and covers some 375,000 workers, OSHA said.

An emergency standard can only be issued by law, when workers are "exposed to grave danger." Past attempts to issue emergency standards have been met with legal challenges by industry groups. The current emergency standard is no exception as the Asbestos Information Association's Executive Director Robert Pigg said his trade group expects to sue OSHA over the ruling. He noted, "We think it's unwarranted and unnecessary," preferring that OSHA proceed at its normal rulemaking pace.

Significant risks

OSHA, in a press release, said a risk assessment it recently completed shows there will be three excess cancer deaths per 1,000 workers exposed to asbestos for a period of one year at the current level and the new level will prevent that. Seminario, however, noted OSHA has estimated lifetime exposure to asbestos will produce 17 excess deaths per 1,000 workers exposed to the substance.

Further, OSHA did a preliminary risk assessment on asbestos in August 1981 and withheld it from the public for over a year and a half, until it surfaced during the agency's trial on ethylene oxide.

The preliminary risk assessment showed that as many as 260 of 1,000 workers exposed over a lifetime to asbestos might die from asbestos-related lung cancers. Even at reduced levels of exposure, both 0.5 fibers/cc and 0.1 fibers/cc, the assessment predicted significant levels of risk for deaths from lung cancer and other cancers.

Seminario said she was dismayed the standard will allow employers to choose to use respirators to meet the requirements rather than requiring engineering controls. "There is no evidence that a respirator is as effective as engineering controls in preventing worker exposures, especially with something as dangerous as asbestos," she said.

The emergency standard, which will remain in effect for six months, allows "any practicable combination" of engineering controls, work practices and personal protective equipment to meet the lower limit, even though it didn't specify the type of respirator to be used, she said.

Under the Occupational Safety and Health Act, the agency is required to issue a permanent standard "no later than six months" after publication of the emergency standard in the Federal Register, which was to occur on Nov. 4.

Pension equity bill gains in House

A House subcommittee approved a bill intended to eliminate sex bias in pension plans after a panel of union witnesses endorsed its principal provisions.

The measure, part of the economic equity legislative package put together by the Congressional Caucus for Women's Issues, won unanimous support from the Subcommittee on Labor-Management Relations, with assurances of early action by the full Education & Labor Committee.

Similar pension law changes have been approved by the Senate Finance Committee and are part of an omnibus bill being considered by the House Ways & Means Committee.

Lawrence Smedley, associate director of the AFL-CIO Dept. of Occupational Safety, Health & Social Secuirty, told the subcommittee that existing pension laws "do not adequately protect women," either as workers or as homemakers.

He noted that "fewer women than men receive pensions after retiring from the workforce. And those that do receive smaller absolute amounts and a smaller replacement of their pre-retirement earnings."

The bill would assure that employees in firms with defined benefit plans would begin to accrue pension benefits not later than age 21, instead of the present 25. But employers could avoid the administrative costs of keeping detailed records for an age group with the highest turnover rate by waiting until age 25 to start the account and then depositing enough to make up for earlier service.

It also would ease existing break-in-service rules so that persons of both sexes would hold on to their years of credited service for pension purposes if they returned to covered employment within five years. Up to one year of maternity or paternity leave would not be considered a break in service.

The five-year break-in service rule would benefit workers of both sexes who leave employment for any reason after relatively short employment and later return to work at the same establishment or another firm covered by the same pension plan.

Under present law, participants with less than five years of service when they left their jobs would be able to retain credit for that service only if they returned to work within a period no greater than the length of their previous employment. Thus, a worker who left after two years and returned four years later would not be entitled to pension credits for the two years of service under present law but would be so entitled under the proposed legislation.

The legislation would require the written consent of a spouse before a worker can waive a survivorship option.

It would also specify that state domestic relations courts may assign shares in a pension plan as part of a divorce settlement.

A number of other provisions were highly technical, seeking the maximum protection for spouses with the minimum added administrative burden.

In another area where women's groups are seeking to eliminate sex distinctions, the House Commerce Committee was scheduled to act on a bill to prohibit discrimination in insurance.

AFL-CIO Legislative Director Ray Denison urged the committee to approve the bill, with modifications that have been agreed on, so that both benefits and premiums will be unrelated to sex.

"Achievement of equity in insurance will work to the benefit of all," he said.

Edwards easily ousts Republican in Louisiana

Baton Rouge, La. — Labor-endorsed Democrat Edwin W. Edwards was elected governor of Louisiana, easily defeating incumbent Republican David C. Treen.

Edwards served two terms as governor, from 1972-1980, but was barred from a third consecutive term by the state constitution. Treen narrowly won in 1980 to become Louisiana's first Republican governor in this century.

Under Louisiana's open election system, there are no primaries and a runoff is held if no candidate gets a majority. But Edwards piled up 62.4 percent of the vote to 36.3 percent for Treen with the rest going to seven other candidates.

Industry tie cited in halt of OSHA hazard study

By Arlee C. Green

An Occupational Safety & Health Administration official's move to block a health hazard study on short-term exposure to ethylene oxide came under fire from unions at House hearings.

R. Leonard Vance, director of Health Standards for OSHA, prevented an agency scientist from doing a quantitative risk analysis on the reproductive hazards of ethylene oxide (EtO). His direction not to perform such an assessment came after he had met with Arlin G. Voress, an official of Union Carbide. The company is a major producer of the chemical.

Vance was questioned by the House Subcommittee on Labor Standards, chaired by Rep. George Miller (D-Calif.), about his meeting with Voress, his subsequent memorandum preventing the risk assessment and about charges he ordered another OSHA staffer not ask questions at public hearings on a proposed short-term exposure limit to the chemical.

Linda Lampkin, research director for the State, County & Municipal Employees, expressed "outrage at OSHA's shocking lack of action over the past two years on EtO" and the "mounting evidence that certain officials at OSHA are refusing to include critically important provisions in this standard—effectively rendering the standard meaningless for hospital workers it is intended to protect."

Harmful substance

EtO is used largely in hospitals, health care facilities, the medical products industry and other manufacturing processes. Exposure to the gas has been linked to cancer, leukemia, birth defects and other serious diseases. Some 80,000 workers are directly affected by the chemical and another 144,000 indirectly, according to OSHA estimates.

Lampkin noted that while OSHA has proposed reducing exposure from the current level of 50 parts EtO per million parts of air, to 1 ppm, the National Institute of Occupational Safety & Health recommended a level of 0.1 ppm and AFSCME has called for a limit of 0.05 ppm.

Eric Frumin, director of Occupational Safety & Health for the Clothing Workers, charged that OSHA's mishandling of the EtO hazard can be characterized as "malignant neglect."

He said the agency's inaction on EtO is "inexcusable" and "just another example of the Reagan Administration's 'hands-off' policy regarding cancer causing chemicals in the environment and the workplace."

Conflicting testimony was presented to the House subcommittee on both aspects of Vance's efforts to block action on the development of a new standard.

Robert Beliles, director of OSHA's Office of Carcinogen Standards, charged Vance had requested him not to ask questions at the July public hearing on EtO. Vance denied it. Likewise, Beliles and Vance's recollection of the meeting with Voress differed.

In August, Peter Infante, director of OSHA Office of Carcinogen Identification, asked an agency scientist to do a risk assessment on the reproductive hazards of EtO. Vance, however, blocked the study, and in a memo to Infante had cited time requirements of the staff and that the EtO team members had agreed such an assessment "would be neither scientifically valid nor useful."

Finnish study

Infante cited as a reason for doing the risk assessment a study done by Dr. Karol Hemminki of Finland's Institute of Occupational Health which showed an increased rate of spontaneous abortions or miscarriages among hospital nurses exposed to EtO in sterilizer operations, even where the average exposure levels were below 1 ppm.

Infante pointed out that although OSHA did not set a short-term exposure limit in its proposed standard, "one is clearly needed."

Delaware labor cranks up drive for '84 elections

Rehoboth Beach, Del.—The Delaware AFL-CIO launched a drive at its 23rd convention to revitalize political operations for the 1984 elections as the key to getting labor's legislative goals enacted.

Funded by special $1 per capita assessment to bolster state COPE activities, President Edward F. Peterson told the 175 delegates, committees are being formed in each of the state's four political subdivisions, the counties of New Castle, Kent and Sussex and the city of Wilmington.

The committees will concentrate on registering voters as well as interviewing candidates for state office to hear their position on labor's economic and social programs prior to making endorsements.

Report cards

The regional committees will also score state legislators' voting records. The "report cards" will be mailed to AFL-CIO members after each legislative session.

The delegates approved a 10-cent increase in per capita, raising the monthly payment to 40 cents as of Jan. 1, and to 45 cents as of Jan. 1, 1985.

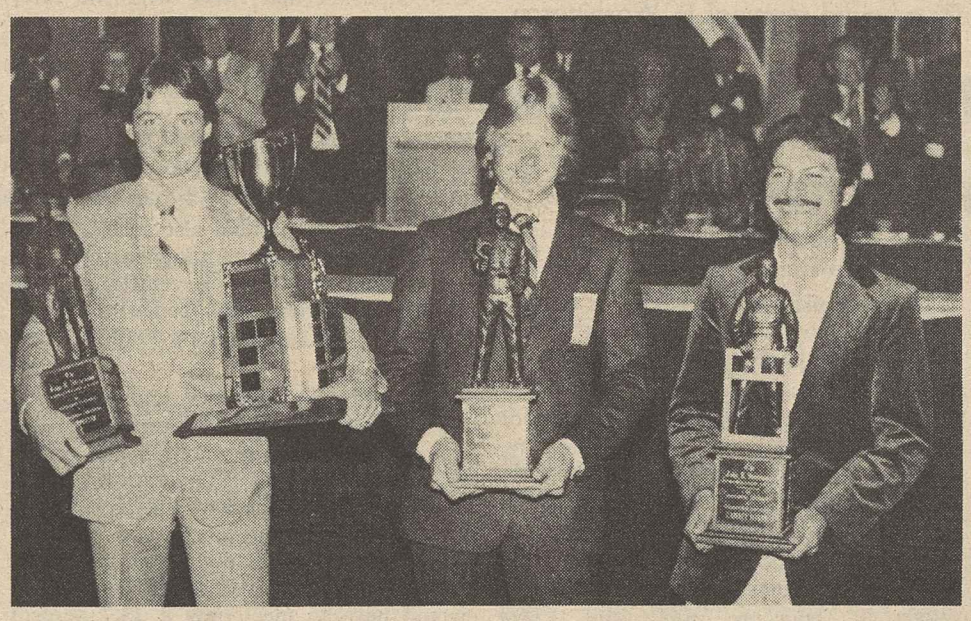
The convention also voted to reduce the size of the executive board from 32 to 29, effective with next convention in 1985. The purpose is to streamline the board's functions.

In other action, the convention elected the top officers to new terms, acted on policies and programs to guide them over the next two years, and heard from top state, regional and national union, political, and government leaders.

Sen. Joseph R. Biden (D) called on organized labor to use its full strength in the 1984 elections. "You have always been the conscience and soul of our Democratic movement," he said. Labor must again take a leadership role, "or our souls will be corrupted by our own silence," he said.

Other speakers included Lt. Gov. Michael N. Castle (R); Rep. Thomas R. Carper (D); State Sen. Robert Marshall (D); Director Walter Waddy of the AFL-CIO's Region III; Frank McGrath, AFL-CIO COPE director for the Middle Atlantic states, and Karen Peterson, president of the New Castle County Council.

Elected to new four-year terms were Peterson, Sec.-Treas. Gary K. Hilderbrand and Vice President Norman Tyrie. None faced any opposition. Peterson's election was his first since taking over last December after John A. Campanelli resigned.



Top apprentices

First place finishers in the Carpenters' 17th annual Apprenticeship Contest, held in Las Vegas, Nev., are from left, Dennis Carlson of Local 1735 in Prince Rupert, B.C., for carpentry; L. Guy Harris of Local 102 in Oakland, Calif., for millwright skills, and Jose A. Barajas of Local 1618 in Sacramento, Calif., for cabinetmaking. The contest, sponsored by the Carpenters, Associated General Contractors and the National Association of Home Builders, drew contestants from 33 states, the District of Columbia and four Canadian provinces.

Social security tax base to rise for higher wage groups in '84

Workers who earn more than $35,700 a year will pay up to $140.70 more in social security payroll taxes in 1984 than they did this year. But there will be no change in the social security tax for workers earning less than that amount, who make up some 95 percent of the covered workforce.

This year, workers pay 6.7 percent of their earnings up to the $35,700 wage ceiling for social security and Medicare protection, and employers match the amount dollar for dollar.

The taxable wage base—the maximum earnings subject to the social security tax—rises each year to reflect the increase in average wages in the United States. It will rise for 1984 to $37,800, which means that higher-paid workers will be paying more into the program and in return will be eligible for higher monthly payments when they retire.

For 1984, the tax rate rises to 7 percent for employers but stays at 6.7 percent for workers. The differential results from a tax credit Congress gave to workers for this year only, to hold their rate at 6.7 percent, making up the difference through a general revenue contribution to the social security trust funds. In 1985, both workers and employers will be taxed at a 7.05 percent rate.

Self-employed persons, whose tax rate is 9.35 percent this year, will pay an 11.3 percent social security tax in 1984.

For 1984, the amount of earnings that a social security recipient under the age of 65 can have before there is a reduction in social security benefits will rise from the present $4,920 to $5,160. The exemption for beneficiaries aged 65 to 69 will rise from $6,600 to $6,960. There is no reduction in benefits for earnings of persons 70 or older.

In 1984, for the first time, newly hired federal and postal workers will be covered by social security. Present employees will remain entirely under the Civil Service Retirement System.

Rail plan

Railroad workers will be paying higher taxes also under their two-tier pension plan.

Tier I is in effect social security coverage with some variations. Workers now pay 6.7 percent of their earnings up to a ceiling of $2,975 a month. For 1984, the Tier I wage base will edge up to $3,150 a month.

Tier II is the equivalent of an employer pension program and is largely funded by the railroads. But legislation enacted this year to shore up the Railroad Retirement System will result in the current employee contribution of 2 percent of up to $2,225 in pay per month rising to 2.75 percent of pay up to a ceiling of $2,350.

ACTWU retiree sets blood donation record

Dania, Fla.—A retired Clothing & Textile Workers business agent holds the U.S. record for blood donations—40 gallons.

Leo Polk, 75, recently donated his 320th pint of blood at the Broward Community Blood Center in Lauderhill, Fla. The center said it is likely that Polk also holds the world's record for donations.

Polk was business agent of ACTWU's Detroit and Midwestern Joint Board until his retirement in 1973. He has been giving blood since he was 21.

Polk was an executive board member of the Michigan AFL-CIO, and for 15 years served on the board of directors of the American Red Cross.

Connecticut raises per capita tax for COPE activities

New Haven, Conn.—The Connecticut AFL-CIO has increased its per capita tax by 10 cents a month to significantly expand its 1984 political campaign education efforts.

Delegates to the federation's 27th annual convention voted the dime hike, designating 7 cents of the amount go to the Committee on Political Education. In September 1984, a nickel of the COPE contribution will be rescinded, reducing the COPE contributions to 9 cents monthly per member, thus leaving the total per capita at 35 cents.

State AFL-CIO President John J. Driscoll was re-elected to a 12th term in office, defeating Frank Carrano, president of the Greater New Haven Central Labor Council.

All other incumbent general officers and executive board members were re-elected by acclamation.

The convention's 664 delegates unanimously condemned the anti-union attitudes of the state's largest employer, United Technologies Corp.

Delegates adopted a resolution characterizing the company as "one of the most anti-union employers in the state."

Executive Vice President Wayne A. Gilbert, a machinist who had been fired from a UTC subsidiary, Pratt & Whitney, and recently won reinstatement through an arbiter's decision, told delegates that its workers have been victims of "total harassment" by the company.

Setting the course

AFL-CIO Sec.-Treas. Thomas R. Donahue, discussing the federation's decision to endorse a presidential candidate, said labor "can no longer afford to stand aside and allow other people to select a candidate whom we will have to back in the general election."

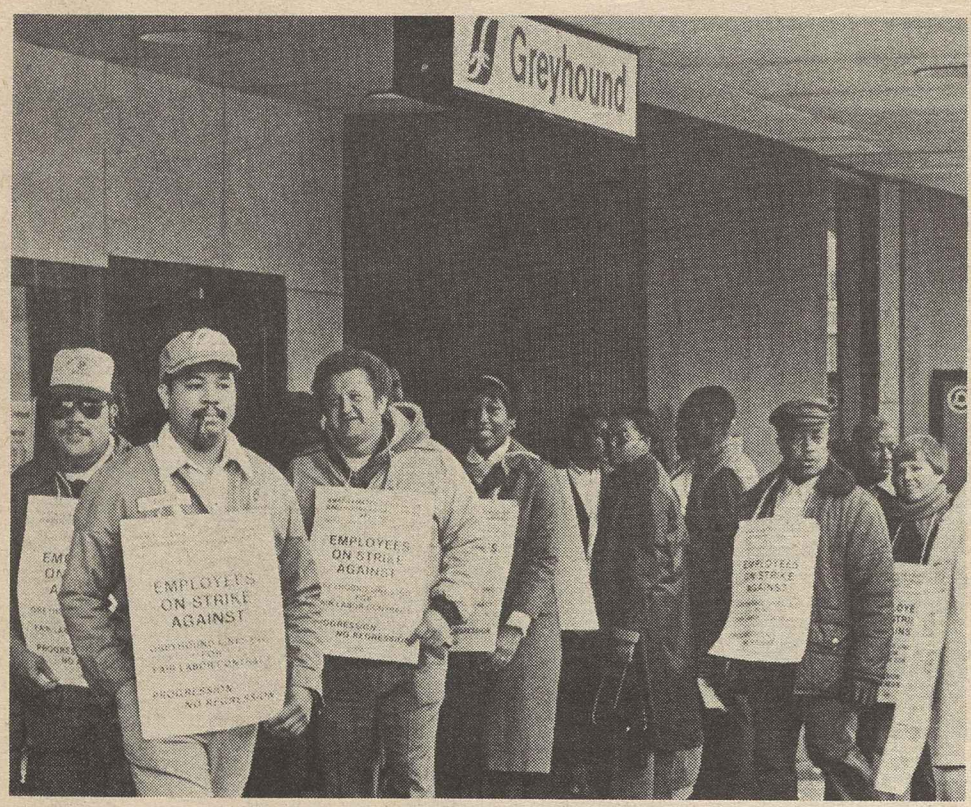
Citing major layoffs at 13 corporations in the state last year, delegates approved a resolution calling for legislation to remove tax incentives that encourage plant closings and relocations and to require employers give at least six months' notice of a decision to close or make a layoff.

Such legislation should also provide for union successorship clauses when a plant is reopened under "new" management, require employers to compensate affected communities to help offset tax losses and provide assistance to workers.

A health care resolution opposed further cuts in Medicaid and Medicare benefits, urged medical coverage for the jobless and participation in coalitions aimed at reducing costs and improving health care.

Other resolutions adopted dealt with pay equity, housing, workers compensation and job-creating measures.

Other speakers included Sen. Christopher J. Dodd (D-Conn.), Lt. Gov. Joseph Fauliso and AFL-CIO Regional Director John F. O'Malley.



Striking Transit Union members picket Greyhound terminal in Washington.

Takeaway contract demands force Greyhound bus strike

Phoenix — Bus drivers and other employees of Greyhound Bus Lines, Inc., struck the nation's largest transportation company Nov. 3, in a dispute over the firm's insistence on cuts in worker pay and benefits.

Members of the Amalgamated Transit Union put up picket lines at Greyhound stations throughout the country after mediated talks failed to resolve the dispute in contract negotiations.

The ATU's council of Greyhound locals voted unanimously to initiate the walkout after the 12,700 members authorized strike action a month earlier by a 98-percent margin.

The nationwide strike involves over-the-road bus operators, mechanics, ticket sellers, baggage handlers, and clerical workers. The union sought to negotiate a contract to replace one that expired on Oct. 31.

Greyhound's "final offer" to the workers demanded takeaways that included a 9.5-percent pay cut, elimination of four paid holidays, adding five hours of work per week for office employees without pay, a higher employee contribution to the company's health and welfare and pension plans, and a 50-percent reduction in meal allowance for drivers.

The union offered to continue negotiating. It also proposed submitting the dispute to final and binding arbitration. The company turned down both proposals.

ATU members postponed the strike for two days in consideration of Greyhound riders. Harry Rosenblum, president of ATU's Greyhound council said, "We did not want to strand our passengers."

No new talks were scheduled in the dispute. The company indicated it would try to keep the bus line operating with strikebreakers.

In 1982, Greyhound posted a profit of $20 million, while its parent company, Greyhound Corp., scored an annual profit of $103 million.

With industry deregulation last year, the carrier eliminated some 1,300 stops from its schedules resulting in the furlough of between 3,000 and 4,000 workers.

Home recording plan backed as fair to all

A home recording bill being considered by a Senate Judiciary subcommittee would be fair to all parties affected, the Dept. for Professional Employees testified.

DPE Director Jack Golodner urged approval of the bill which would allow consumers to tape audio and video recordings for non-commercial home use without infringing on copyrights. Royalties would be paid from a modest tax levied on the sale of blank tapes and recording devices.

"If Congress fails to pass a law financially protecting artists, performers and technicians from unauthorized audio and video taping of their performances, consumers will soon face a shrinking choice of quality entertainment," Golodner said.

The small royalty that would be provided through the legislation is "good public policy," he said, and the only practical means of achieving the goal of the copyright law with today's technology.

Opposition has stemmed mainly from "foreign manufacturers of audio and video cassette recorders, none of whom employ American workers," Golodner noted.

Domestic content vote sends strong message to foreign auto firms

Continued from Page 1

The vote was even more decisive on an amendment to seriously dilute the provisions, which was beaten by a 232-178 vote. The only significant amendment adopted would terminate the law after six years if the Secretary of Transportation certifies that it is no longer needed.

As passed by the House, the bill exempts manufacturers who sell fewer than 100,000 vehicles a year in the United States.

Gradual rise

Above that level, a domestic content requirement would be imposed over a three-year period, with the percentage of U.S. input needed rising with the sales volume.

When fully effective, the domestic content requirement would range from 10 percent at the 100,000-a-year sales figures to 90 percent for sales of more than 900,000 vehicles. The formula would apply to U.S. manufacturers as well as foreign firms.

A foreign firm could also meet part of its domestic content requirement by using U.S.-produced parts for vehicles it sells elsewhere. Vehicles equipped with American-made air conditioners would be examples.

Of the major foreign manufacturers, Volkswagen of America currently meets the domestic content requirements of the bill because of its U.S. operations. Based on 1982 sales, Toyota would have to increase its domestic content over three years from about 5 percent to 67.5 percent. Mazda, with a smaller sales volume, would have to meet only a 23.7 percent requirement.

In a letter to House members urging support for the domestic content bill, AFL-CIO Legislative Director Ray Denison said its enactment would have "a positive ripple effect on the U.S. economy."

Because of the massive rise in auto-related imports, he said, "tragic numbers of American workers have already lost their jobs in rubber, steel, aluminum, glass, textiles, paper, electronics and plastics—as well as directly in the auto industry."

As a result of past failures of Congress to respond, Denison said, "year after year, the strong broad-based industrial machine that was America has been weakened and its workers displaced, not because these industries have become obsolete but because these industries have been overwhelmed by foreign trade practices."

Bieber noted that the legislation would allow foreign firms to complete at will in the U.S. market by meeting domestic content requirements, giving customers a wider choice in the marketplace.

Oregon convention bolsters COPE, organizing efforts

North Bend/Coos Bay, Ore.—Stepped-up political action and organizing efforts were bolstered by delegates to the 28th convention of the Oregon AFL-CIO who voted to continue special funding for the programs.

The 286 delegates renewed a 5-cent per capita tax to help elect labor-backed candidates for state offices. The state federation's goal is a "veto-proof" state legislature. Although Democrats are in the majority in both houses, the federation points out, they are short of the two-thirds margin needed to override veto.

Oregon labor has been angered by Republican Gov. Victor Atiyeh's 11 vetos of pro-worker bills passed during the 1983 legislative session.

Financing of an organizing program and a campaign to recruit new affiliates for the state federation were renewed with the vote to continue a special 1-cent per capita tax. Both assessments will stay in effect through 1984.

State AFL-CIO President Irvin H. Fletcher reported that 55 percent of the estimated 135,000 members of AFL-CIO locals in Oregon belong to organizations affiliated with the federation. Fletcher outlined an intensive program to sign-up non-affiliates.

Officers re-elected

Fletcher was re-elected without opposition to his second two-year term as president. Also re-elected were the federation's other full-time officers, Sec.-Treas. Robert C. Baugh and Legislative/Political Director Nellie Fox, along with Vice Presidents Earl B. Kirkland and Artha Adair. Also elected were 19 executive board members from districts around the state.

In other action, the convention called for a national labor information resource center to provide state federations with materials and information to help fight right wing campaigns "to shape state legislative political agendas" through damaging bills on enterprise zones, unfair welfare and tax changes, attempts to "privatize" the public sector, so-called right-to-work laws, attacks on Davis-Bacon prevailing wage protections and related issues.

The resolution noted that President Reagan's "New Federalism" policy "has moved much of his national agenda into state legislatures."

The delegates also approved the establishment of a committee to examine the financial, constitutional and organizational structure of the state federation and recommend changes to the 1984 convention.

Clearinghouse urged

The measure also stressed the need for a national "clearinghouse for good, progressive labor and social legislation" and for an annual book of model legislation.

Delegates gave standing ovations to AFL-CIO Sec.-Treas. Thomas R. Donahue, Machinists President William Winpisinger and a number of state Democratic legislators in response to their calls for all-out labor support to help elect endorsed candidates in 1984.

Donahue also stressed organized labor's continuing strength and vitality, emphasizing the fact that the trade union movement "has been and remains one of the great civilizing, humanizing and democratizing forces of American life."

Winpisinger suggested that the slogan, "Out the Door in '84," makes clear what labor's response will be to the "anti-people" policies of the Reagan Administration.

Among the 50 resolutions acted on by the delegates were measures condemning "Reaganomics," and calling for Reagan's defeat in 1984. The delegates also urged passage of the Competitive Shipping & Shipbuilding Act, advocated reductions in federal budget deficits and called for a national re-industrialization policy.

Other resolutions underscored labor opposition to a state sales tax and urged reductions in health care costs.

Bieber protests rise in quota of Japanese autos

The new agreement with Japan, allowing increased auto imports, gives "no impetus" for Japanese automakers to invest in U.S. production, UAW President Owen Bieber said.

The one-year extension goes into effect Apr. 1, 1984 when the current three-year voluntary restraints end. The new import limit is 1,850,000 cars, up from 1,680,000.

Some critics of domestic content legislation have cited the current profitability of the U.S. automakers and Bieber countered that "the health of the industry cannot be judged by profits alone. Employment at GM, Ford and Chrysler continues to be about 30 percent below what it was in our last good sales year, which was 1978."

Bieber warned that "the future of small car production in the U.S. is hanging in the balance right now." He pointed to the plan by General Motors, which owns a portion of the Isuzu and Suzuki automakers, to import some 300,000 vehicles annually. Further, Chrysler and Ford will have to decide where to build competing models of their small cars, Bieber said.

The strong position of the Japanese automakers is due to a variety of factors, including an over-valuation of the U.S. dollar compared to the yen and a commodity tax rebate of 17.5 to 22.5 percent on vehicles shipped to the U.S., the UAW president said. The cost advantage totals well over 30 percent of the value of each vehicle.

Permanent loss

U.S. automakers also scored the new agreement. Chrysler President Lee Iacocca charged the agreement "guarantees the Japanese 25 percent of our car market with a serious permanent loss of U.S. jobs. This 'transitional agreement' is a serious blow to the U.S. auto producers, suppliers, dealers, their employees and laid-off workers who are being hurt by the unfair advantages enjoyed by the Japanese auto industry and whose problems were not corrected by the negotiations."

U.S. Trade Representative William Brock said he hopes the agreement won't have to be extended beyond 1984 and said he felt the U.S. automakers could withstand the pressure of an additional 170,000 Japanese imports.

Bieber, however, countered that the Administration's approach to the problem is a "quick fix, Band-Aid" which is "aimed at getting President Reagan through the 1984 Presidential election. It's important to note the agreement will expire just 10 weeks after the inauguration, opening the floodgates to a massive increase in imports."

EDITORIALS

Change for the Better

THE TRADE UNION movement remains one of the great civilizing, humanizing, democratizing forces of American life.

It has been, first and foremost, a special interest organization seeking to improve the conditions of life of its members by improving their job-related conditions and to insure respect for their individual dignity on the job.

It has, secondarily, sought to improve the conditions of life of its members by improving the conditions of life of all in a democratic society by political action and legislative efforts.

It believes the worker, at all levels, is entitled to a fair day's pay — for a fair day's work. More, it believes the worker is entitled to share in the profits he helps to create and it is its function to seek a larger share than "market forces" might dictate.

It believes that those profits can only be created in a well-managed enterprise, where both capital and labor contribute to the result and participate in the decision-making processes.

SINCE ITS earliest days, it has been interested in improving the quality of work life, in insuring industrial democracy, and participating in decision-making—long before the call for those things became "fashionable."

It seeks, through collective bargaining, political activism and legislative action, to bring about a redistribution of the nation's wealth and a broader sharing in the riches of the nation.

It believes that confrontation and conflict are wasteful of our energies and resources and deeply desires a cooperative approach to our shared present and future problems. Our problem is always finding those who wish to cooperate.

It believes that it is the single most effective voice in this land raised in support of the poor, the unemployed and the sick.

There may come a day when unions will no longer be the indispensable part of America they are today.

But that will only happen when the millenium is reached and greed, avarice and advantage-taking have disappeared, when our economic system has been humanized and nobility, generosity, fairness, justice, selflessness, impartiality and goodness reign supreme and unchallenged in the land.

In the meantime, we'll be busy.

—From address by AFL-CIO Sec.-Treas. Thomas R. Donahue to Public Relations Society of America, New York, Oct. 24, 1983.

Profile in Courage

AS HISTORIANS measure time, it has been but a blink of the eye since the Rev. Martin Luther King, Jr., was leading his historic boycott against the "back of the bus" segregationist way of life in Montgomery, Ala. Yet what a massive social revolution has taken place since then.

Barney Weeks, who stepped down as president of the Alabama State AFL-CIO as Congress was establishing Dr. King's birthday a national holiday, was a part of that revolution.

So were most of the leaders of the trade union movement in the Deep South, including a number still active today. And seldom has the term "leadership" had such meaning.

When the times demand it, a leader must be out in front of the troops—no matter how exposed the position. And these were times that required both physical and moral courage to assert basic trade union values.

A 1962 clipping from the AFL-CIO News quotes Barney Weeks as deploring "the tragedy of fear and the spineless conformity that fear creates."

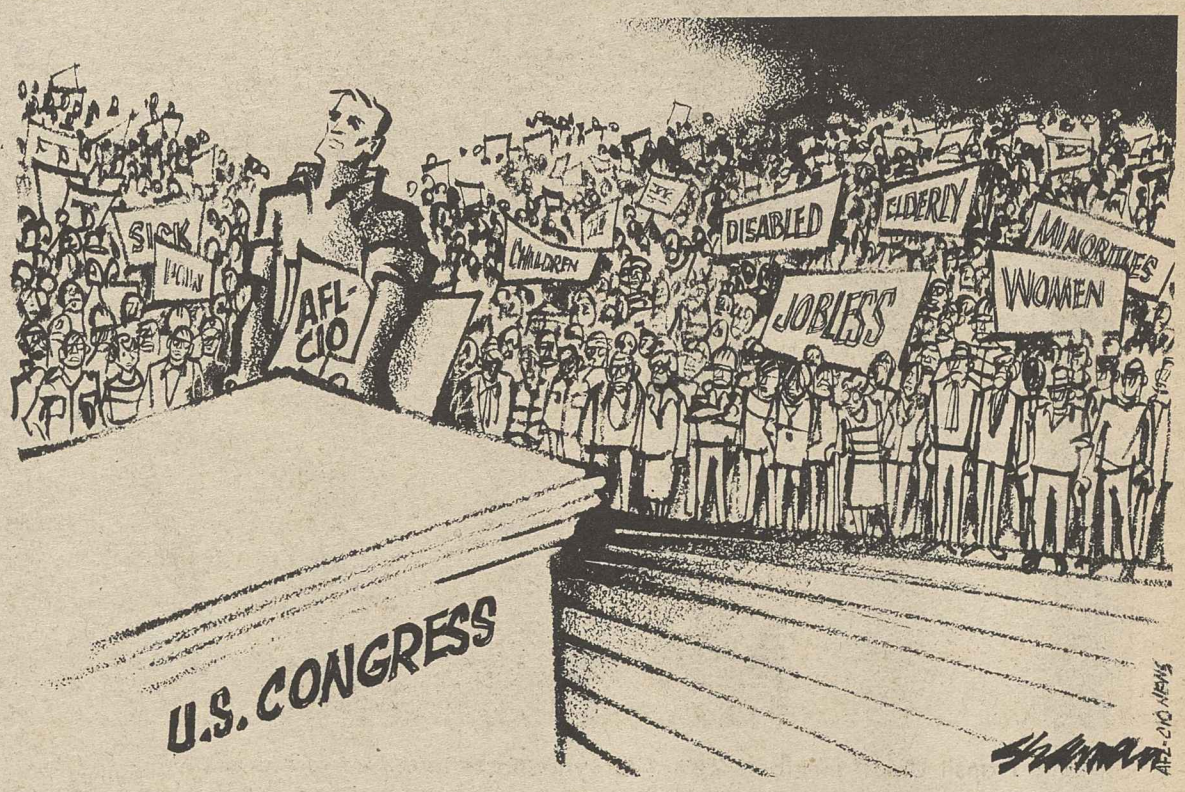
There was abuse, and in the end there was respect.

In today's Alabama, a mellowed Gov. George Wallace proclaims Barney Weeks Day.

Black and white workers, marching together in solidarity, no longer raise eyebrows.

The times, they have changed. But not unaided. Some gutsy people helped bring about the change.

Our Special Interests



Washington Window

Reagan budget priorities spread hunger in nation

By Press Associates, Inc.

It's hard to single out the area where President Reagan's policies have been the most destructive and insensitive.

Has it been his failed policies which deflated the economy, putting millions of people out of work or tax cuts which shifted income from the working classes to the rich? Or has it been his depriving the elderly of health care or the disabled of benefits or taking school lunches away from needy children?

A top contender surely would be his calculated assault on social programs while millions of families were falling into poverty and suffering from hunger and malnutrition.

The Administration answered its critics that it was only after "fraud and abuse," claiming that a "safety net" protected the "truly needy." Hard evidence now is coming in, however, that shows the misguided Reagan cutbacks have had a damaging impact on low-income children, the elderly and pregnant women.

Several doctors recently told a congressional hearing of their findings.

Dr. J. Larry Brown, a faculty member of the Harvard School of Public Health, said that as a result of the budget cuts, some 364,000 people in Massachusetts, primarily children, were dropped from nutrition programs.

Soup kitchens

Churches and service groups began noticing a sharp rise in the number of families in need of food, he said, and the number of persons being fed in soup kitchens and pantries increased during 1983, despite talk of economic "recovery."

Dr. Brown reported on a Boston City Hospital clinical study on the nutritional status of some 400 children age five and under. This group was selected because these years are the period of most rapid brain development and when the brain is most vulnerable to nutritional deprivation.

The doctors took height and weight measurements, Dr. Brown said, and "discovered substantial growth failure among this vulnerable population," triple the normal rate.

Dr. Victor W. Sidel, chairperson of the Dept. of Social Medicine, Albert Einstein College of Medicine in the Bronx, N.Y., testified on his work as chief investigator of the Hunger Watch-New York State project.

Growing trend

Dr. Sidel said the project conducted 418 interviews among the highest risk groups—children, pregnant women and the elderly and several themes emerged from the interviews:

- A large proportion of those interviewed do not fit the image of "the poor." They are working and middle-class people who have in the past two years experienced a situation over which they had little control, such as a loss of a job, expiration of jobless benefits, or high medical bills.
- Many of those receiving federal benefits, especially the elderly, are suffering a "hunger problem" because of Reagan budget cuts and because a high portion of their income goes for rent.
- Emergency feeding programs are filled not with "vagrants" but with children and working and middle class individuals "who appear to be slipping into poverty."
- The combined effects of high unemployment and reduced federal benefits "have led to feelings of abandonment and futility in many."

The enormity of the problems these people face "is staggering," Dr. Sidel declared.

Meanwhile, at the White House, Reagan huddled with officials to plan his election-year budget. When he was told of his "remarkable achievement" in cutting spending on social programs, he was elated, the New York Times reported.

AFL-CIO news

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Vol. 28, No. 44 SATURDAY, NOVEMBER 5, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
American Federation of Labor and Congress of Industrial Organizations

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LEGISLATIVE ALERT!

House Passes Job-Creating Domestic Content Bill

....see page 1

R = Right
W = Wrong
A = Absent
P = Present

---- ALABAMA
1 EDWARDS, JACK (R) W
2 DICKINSON (R) W
3 NICHOLS (D) R
4 BEVILL (D) R
5 FLIPPO (D) R
6 ERDREICH (D) R
7 SHELBY (D) R

---- ALASKA
1 YOUNG, DON (R) R

---- ARIZONA
1 MCCAIN (R) W
2 UDALL (D) R
3 STUMP (R) W
4 RUDD (R) W
5 MCNULTY (D) R

---- ARKANSAS
1 ALEXANDER (D) R
2 BETHUNE (R) W
3 HAMMERSCHMIDT (R) W
4 ANTHONY (D) W

---- CALIFORNIA
1 BOSCO (D) W
2 CHAPPIE (R) W
3 MATSUI (D) R
4 FAZIO (D) R
5 BURTON, SALA (D) R
6 BOXER (D) R
7 MILLER, GEORGE (D) R
8 DELLUMS (D) R
9 STARK (D) R
10 EDWARDS, DON (D) R
11 LANTOS (D) R
12 ZSCHAU (R) W
13 MINETA (D) R
14 SHUMWAY (R) W
15 COELHO (D) A
16 PANETTA (D) W
17 PASHAYAN (R) W
18 LEHMAN (D) R
19 LAGOMARSINO (R) W
20 THOMAS (R) W
21 FIEDLER (R) W
22 MOORHEAD (R) W
23 BEILENSON (D) W
24 WAXMAN (D) W
25 ROYBAL (D) R
26 BERMAN (D) R
27 LEVINE (D) R
28 DIXON, JULIAN (D) R
29 HAWKINS, AUGUSTUS (D) R
30 MARTINEZ (D) R
31 DYMALLY (D) R
32 ANDERSON (D) W
33 DREIER (R) W
34 TORRES (D) R
35 LEWIS (R) W
36 BROWN, GEORGE (D) R
37 MCCANDLESS (R) W
38 PATTERSON (D) R
39 DANNEMEYER (R) W
40 BADHAM (R) W
41 LOWERY (R) W
42 LUNGREN (R) W
43 PACKARD (R) W
44 BATES (D) W
45 HUNTER (R) R

---- COLORADO
1 SCHROEDER (D) R
2 WIRTH (D) R
3 KOGOVSEK (D) R
4 BROWN, HANK (R) W
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Employers Are Using 'Bankruptcy' To Force Layoffs, Wage Cuts

If your union contract is due for renegotiation soon, beware: a growing number of companies are using bankruptcy or the threat of bankruptcy as a tactic for squeezing concessions from unions. So far only a few companies have filed fake bankruptcy claims, but as other employers see well-known corporations use bankruptcy to break unions, they will be tempted to follow suit.

The AFL-CIO has received several reports from unions faced with this tactic. Here is how the scenario is played:

(1) Management tells the union bargaining committee that it will go bankrupt unless the union agrees to deep cuts in wages and benefits. But the company refuses to open its books, and says employees must take management's word that it is in trouble.

(2) Sometimes the workers agree to concessions. (Continental Airline employees had OK'd contracts that saved the company more than $100 million prior to its bankruptcy claim.) In other cases the workers have refused big cuts.

(3) Regardless of what employees have given up, the company may want more. And it may be under pressure from its banks and financiers, who urge bankruptcy as a way to break obligations and increase profits. So it files for bankruptcy, breaks its contracts unilaterally, fires some workers and imposes pay cuts of 50 percent or more on those who remain.

Bankruptcy court judges have little or no knowledge of the National Labor Relations Act. And the Bankruptcy Code is designed to protect the interests of the company. So judges tend to accept at face value claims that the company is in poor financial shape.

(4) Under bankruptcy court decisions, companies are continuing operations--but without their collectively bargained union contracts. They fire workers, stop payments into pension plans, and slash pay and benefits at will.

The Law Was Not Meant To Be Misused This Way

Federal bankruptcy laws are becoming "a standard method of breaking a union," according to Nobel Prize-winning coservative economist George Stigler. But that was not the intent of lawmakers. A federal appeals court said in 1975 that a company could breach union contracts through bankruptcy only if its financial survival were at stake. But in 1978 amendments to the law made it easier for businesses to declare bankruptcy, and the Reagan recession has brought a hard-line approach to labor relations. The trend is to declare bankruptcy even if finances are healthy.

WHAT YOU CAN DO: The situation in Congress is complicated by two other bankruptcy issues: (1) attempts by the consumer credit industry to make personal bankruptcy more difficult, and (2) a Supreme Court decision demanding reform of bankruptcy courts. Corporate bankruptcy reform may be delayed until all the issues can be addressed together. The AFL-CIO is urging Congress to find acceptable compromises on the above issues so that it can also take action to protect collective bargaining agreements during corporate bankruptcies.

WILSON FOODS: A TREND-SETTER IN UNION-BUSTING VIA BANKRUPTCY

Wilson Foods Corp., the nation's largest processor of fresh pork, filed for bankruptcy last April 22. Three days later, the company unilaterally cut wages 40-50 percent.

Wilson Foods was not bankrupt; the day the company filed under Chapter 11 it had $58 million in net worth. And it immediately won an $80 million revolving credit agreement with Citicorp Industrial Credit Inc. No banking interest would loan $80 million to a bankrupt company.

It used to be that companies would file for bankruptcy only as a last resort because of the stigma attached to the admission of failure. But now the rest of the business community understands that you are only trying to void your labor contracts, so companies are less reluctant to file.

Trade unionists have led the charge against use of bankruptcy as an unfair labor practice, but everyone understands what's going on. Newsweek magazine, not known for pro-union sentiments, declared unequivocally: "Firms like Continental Airlines and Wilson Foods Corp. have declared bankruptcy chiefly to break labor contracts."

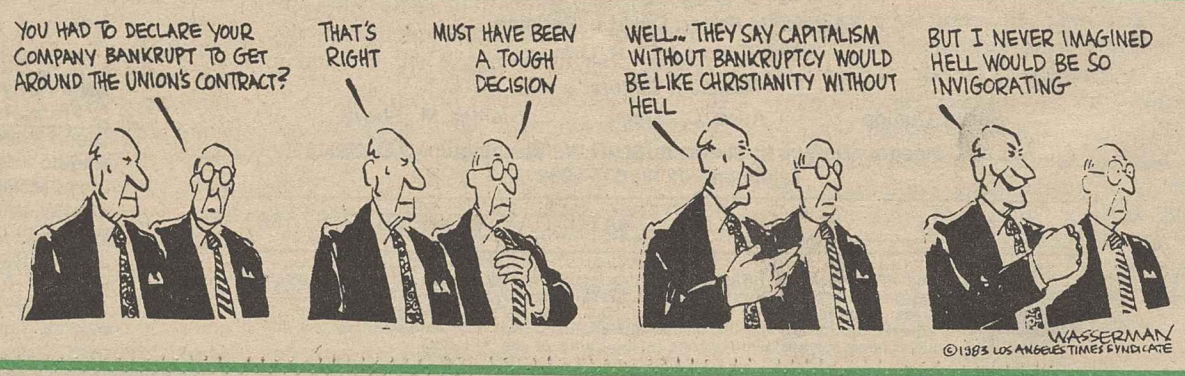
CONTINENTAL AIRLINES: MORALLY BANKRUPT

Continental Airlines' use of bankruptcy was perhaps the most brazen of all. Within a matter of days it filed for bankruptcy, fired two-thirds of its unionized workers, arbitrarily cut wages and benefits by 50 percent, terminated pension plans, seniority rules, and work rules -- and then reopened for business with bargain-basement fares!

"What Continental is doing makes a mockery of the collective bargaining system," said an airline executive. "If the unions let them get away with this, they're crazy."

The unions are not going to let Continental get away with it. Employees struck the company and forced it to cut back on an already-slashed flight schedule. Union leaders met with leaders of Congress to discuss the best way to prevent any more fake bankruptcies. And the airlines are facing the unions in court, all the way to the U.S. Supreme Court, which will issue a decision next year.

Other airlines, including Eastern, Hawaiian Airlines and Capitol Air of Tennessee, have threatened bankruptcy during negotiations as a means of getting concessions.



AFL-CIO news

VOL. 28, NO. 45
SATURDAY
NOVEMBER 12, 1983

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Telling labor's story

The story behind a union-run food bank near Los Angeles is filmed for the new season of America Works, the AFL-CIO's weekly television series produced by the Labor Institute of Public Affairs. George Cole, at right, is on layoff from a Bethlehem Steel facility in Vernon, Calif., and operates the food bank in cooperation with the Los Angeles County AFL-CIO, its community service staff, and other community groups. It serves more than 35,000 people a month, jobless people and their families in an area still ravaged by high unemployment. The new series begins Jan. 6. From left, L.A. County Federation Executive Sec. Bill Robertson, Community Services leaders Geri Stone and Ruby Monroe, and Cole.

Reagan's OSHA scored on failure to carry out law

By David L. Perlman

America's workers have been endangered by the Reagan Administration's failure to enforce the Occupational Safety & Health Act, the AFL-CIO charged at House hearings.

Union witnesses, testifying before a Government Operations subcommittee headed by Rep. Barney Frank (D-Mass.), pointed to a three-year pattern of cutbacks in workplace inspections and near-elimination of penalties against employers who violate the law.

Since the Reagan Administration took office, more than one-third of OSHA field offices have been shut down and the inspection force has been reduced from 1,289 to 880, Margaret Seminario testified for the AFL-CIO.

Seminario, who is associate director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security, said OSHA's current leadership worries more about not offending employers than about protecting workers.

Legislation that Congress refused to pass, which would have exempted the bulk of workplaces from any health and safety inspection, has been for all practical purposes accomplished through administrative action, she charged.

Seminario also expressed the AFL-CIO's concern over the deterioration of health and safety protections for workers at a Senate hearing on the confirmation of E. Ross Buckley, President Reagan's choice to serve as one of the three members of the Occupational Safety & Health Review Commission.

Mixed experience

Buckley, who has been a Justice Dept. lawyer and had once been the Republican candidate for mayor of New Orleans, has been serving as OSHA general counsel, a post that did not require Senate confirmation.

The review commission passes on enforcement actions by OSHA that are challenged by employers, including orders for abatement of workplace hazards.

If Buckley is confirmed, Seminario told the Senate panel considering the nomination, two of the three commission members will be persons lacking the "experience and training in safety and health matters" needed in such a post. A previous appointee, Chairman Robert Rowland, was "a tax lawyer who served in President Reagan's Texas campaign committee," she noted, and many of his decisions "demonstrate a total lack of understanding of the serious nature of health and safety hazards."

At the House hearings, Seminario noted that the number of workers covered by OSHA inspections has dropped 45 percent over the past three fiscal years. Citations for "serious" violations declined 47 percent and for "willful" violations by 92 percent. Penalties imposed were nearly 80 percent lower.

Further, she charged, "important follow-up inspections to ensure abatement of hazards, and inspections in response to worker complaints, have taken a back seat to paper inspections which review employer records but don't evaluate workplace hazards."

The effect has been to change a con-

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Natural gas overcharge picks consumer pockets

Consumers may have paid millions of dollars too much for natural gas because the government failed to act on illegal overcharges, a congressional report disclosed.

Issued by Rep. John Dingell (D-Mich.), the report blamed the Federal Energy Regulatory Commission for contributing to the overcharges by not properly doing its job.

"Through lack of interest or sheer incompetence due to primitive data collection and methods, FERC may simply have failed to enforce Natural Gas Policy Act ceiling prices for older vintages of old gas," said Dingell, whose House Energy & Commerce subcommittee issued the report.

Price controls ignored

The report found that more than 10 percent of price-controlled gas from wells drilled before 1973—what is known as the "oldest, old gas"—sold for more than the maximum allowed by law in mid-1982. The overcharges could run into millions of dollars.

Dingell said the staff report "takes a fresh look at what has actually happened under the Natural Gas Policy Act, thereby exploding some myths and identifying the real problems that need to be addressed to halt rising prices and bring order to natural gas markets."

While strongly suggesting that producers may have charged more than they should for some categories of the oldest natural gas, the report found more troubling FERC's apparent inability to detect whether there have been systematic overcharges.

The problem is that the agency does not keep records on the oldest categories of gas by drilling dates, which determine the maximum lawful price allowed, making it difficult to doublecheck whether producers are charging the right prices, the report observed.

The report also charts the source of price increases for all categories of gas since the 1978 pricing law went into effect.

Dingell said the results prove there is no reason to decontrol the oldest, cheapest gas

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Workforce drop leads to decline in jobless rate

By James M. Shevis

The nation's unemployment rate fell half a percentage point to 8.8 percent in October as more than half a million persons dropped out of the labor force.

On the surface, the lower jobless rate reported by the Bureau of Labor Statistics would appear to be good news. The number of Americans looking for work who could not find it last month dropped officially from 10,423,000 to 9,886,000—a decline of 537,000, the BLS household survey showed.

At the same time, however, there was a drop of 17,000 in the number of people holding jobs to a total of 103,623,000 in October. The civilian labor force declined by 553,000 to 113,510,000 over the month. All the figures are adjusted for seasonal variation.

Continued on Page 3

New 'industrial strategy' outlined

A House subcommittee report called for labor, business and government teamwork in forging an "industrial competitive strategy" that would include both modernization of sickly basic industries and encouragement for new ventures.

Its recommendations, based on a six-month study and testimony by some 125 expert witnesses, closely parallel the trade union movement's proposals for revitalizing the nation's industrial sector.

Rep. John J. LaFalce (D-N.Y.), chairman of the House Subcommittee on Economic Stabilization, said he plans immediate hearings on legislation to implement the report. Fourteen of the 17 Democrats on the subcommittee—a clear majority of the 25-member body—endorsed the recommendations and are expected to cosponsor the legislation needed to carry them out.

There was action also in the Senate, where the Democratic caucus approved a similarly intentioned industrial policy blueprint that was drafted by a task force headed by Sen. Edward M. Kennedy (D-Mass.).

Structural setup

The House version proposes to establish three new bodies to carry out the industrial goals:

- A Council on Industrial Competitiveness would bring together leaders from business, labor, the academic world and the government to shape strategies that would enable the United States to hold its own in the world's marketplaces.

The council, in turn, would set up industry subcouncils to explore problems in greater depth. "The agenda for both types of councils would be the same," the subcommittee report suggested: "to determine ways in which private actions and public policy can further our common goals of economic growth and international competitiveness."

Members of the national council "must be able to weigh tradeoffs and balance interests, formulating a persuasive view of the national interest which can be effectively communicated to the country as a whole."

- A Bank for Industrial Competitiveness would be the second ingredient of the legislative package.

Essentially its job would be to bring together from an assortment of private sources funds to enable vital American industries to modernize and become internationally competitive. It would also provide

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The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

11/12/83

Court rebuffs challenge to farm union act

The Supreme Court refused to consider a challenge to the constitutionality of California's Agricultural Labor Relations Act that helps protect the rights of farm workers in the state.

The case was brought by an employer who was trying to use delaying tactics to avoid compliance with state labor board decisions.

The high court's action left standing a ruling by the state's Agricultural Labor Relations Board that threw out a 1978 decertification election at Abatti Farms, Inc., an Imperial Valley grower whose employees are represented by the Farm Workers.

The ALRB, in finding that the grower had illegally backed efforts to get the UFWA decertified, also ordered Abatti to bargain with the union. Following the decertification attempt, Abatti terminated the existing contract, and refused to enter negotiations with the union for a new agreement.

UFWA's charges that Abatti committed unfair labor practices were upheld by an administrative law judge and by the full five-member board. Abatti's petition for a review of the decision was turned down by the state appellate court and by the state's highest court. Almost all such appeals are denied under the state's labor law.

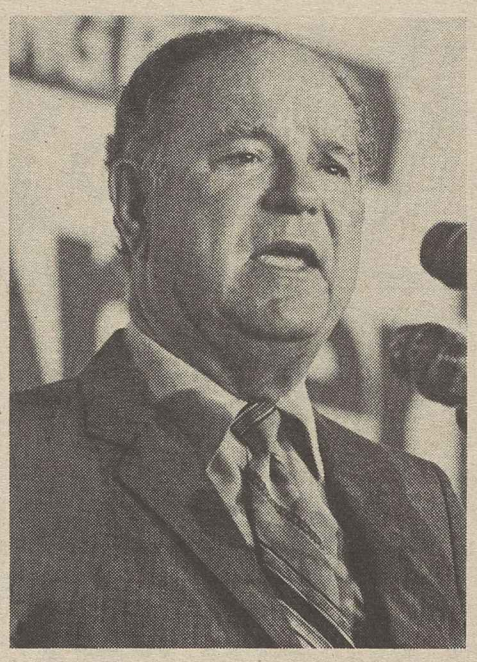
Due process

Abatti then tried to persuade the Supreme Court that this routine practice denied the company its right to the fullest exercise of due process of law under the 14th Amendment.

While the case was in the courts, the UFWA tried to get Abatti to bargain, but the company only came back to the table in 1982. The union charges that Abatti hasn't been engaging in serious talks in hopes that the Supreme Court would act favorably on its case.

The UFWA said its next step, in addition to pressing for a new agreement, will be to apply for a compliance hearing to determine what damages the company must pay employees for losses they sustained while Abatti refused to bargain.

The "make whole" provision is also part of the eight-year-old agricultural labor law, which was enacted with strong labor support.



Lloyd McBride

Briggs & Stratton contract ratified, ending walkout

Milwaukee—Allied Industrial Workers Local 232 at Briggs & Stratton Corp. ratified a new contract to end a three-month strike.

The three-year agreement covers 8,200 workers at the plant, which manufactures small gasoline engines and keys and locks for the automobile industry.

Terms of the pact call for a freeze in wages this year and a 2 percent increase in the second year. A key issue that forced the strike was the company initial demand for a three-year wage freeze.

Improvements include establishment of a profit-sharing plan that will provide employees with payments of up to $500 in the first year, $750 in the second year and $1,000 in the third year.

In addition, workers who retire with at least 30 years of service will receive a pension supplement of $200 a month until they reach age 62. Improvements were also made in training and education benefits and in the employee stock ownership plan.

The agreement also drops the wage rate for new hires from $7.36 an hour to $5, and lengthens the automatic wage increase progression from 65 to 78 weeks. A clause providing for a seventh week of vacation for employees not already qualified for it was eliminated.

President since 1977

Lloyd McBride dies, helped build USWA

Pittsburgh — AFL-CIO Vice President Lloyd McBride, who helped forge the Steelworkers into one of the strongest unions in the nation and served as its president since 1977, died Nov. 6 in his home in Whitehall, Pa. He was 67 and recently had ungergone heart surgery.

AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue, said in a message to his wife Delores that "countless American families coast to coast are better off because Lloyd lived and worked, with all his great heart, on their behalf. His example and his achievements are a permanent asset of the American labor movement."

And in a letter to USWA Sec. Lynn R. Williams, Kirkland and Donahue said that over his 47 years of service to the labor movement, respect for McBride's "dedication, integrity and high qualities of leadership grew steadily among all who had the honor to work with him, on both sides of the bargaining table."

In a tribute to their leader, USWA officers said: "Lloyd McBride never faltered in his determination that the Steelworkers remain a strong, viable union even in the adversity that came with the steel depression of the 1980s and the disastrous policies of the Reagan Administration. . . . His legacy was one of uncompromising trade unionism, of sacrifice to ensure that past gains shall not be lost for future generations of working people and of deep and abiding respect for the principles of the Steelworkers."

First job

McBride went to work early in the Depression when, at age 14, he took a job at a St. Louis steel fabricating plant for 25 cents an hour—the same plant where his father had just been laid off from a 75-cent per hour job. He became one of the plant's first workers to join the Steel Workers Organizing Committee, which later became the United Steelworkers of America.

In 1937, McBride helped organize a week-long sitdown strike at the plant which was broken up by police. The strike continued another seven weeks, and less than a year later, at age 22, McBride was elected president of SWOC Local 1295 by acclamation.

In 1940, he was elected president of the St. Louis CIO and two years later became president of the Missouri CIO.

After Navy service in World War II, he returned to the union and in 1958, became the subdistrict director in Granite City, Ill., serving there until 1965, when he was elected director of USWA District 34, covering Missouri, Kansas, Nebraska, Iowa and part of Illinois.

In 1977, McBride was elected president by a decisive margin to succeed I. W. Abel, who retired. McBride took office as the U.S. steel industry was being battered by imports, a lack of enforcement of international trade laws, world over-capacity in steelmaking and declining domestic steel production causing plant shutdowns.

Making improvements

As president, he devoted much of his time to conferring with officials of the two Administrations which spanned his union leadership and testifying before congressional committees to improve worker health and safety, human rights, fair trade and collective bargaining.

McBride was elected to the AFL-CIO Executive Council in August 1977. At the time of his death, he was chairman of the federation's Standing Committee on Organization & Field Services. He also served on committees dealing with economic policy, legislation, political education, public relations and international affairs.

In addition to his wife, McBride is survived by two children and three grandchildren. Funeral services were held Nov. 10 at Our Lady of Loretto Church in St. Louis.

Industrial policy action proposed by House panel

Continued from Page 1

a secondary market for industrial mortgages to encourage such loans.

When needed, the report suggests, the bank could be the catalyst to negotiate with all parties that would benefit from modernization—management, labor, suppliers, creditors and government at all levels—for shared sacrifices to make retooling a feasible investment.

The bank would be able to use appropriated funds, up to an authorization ceiling of $8.5 billion, for a secondary market for up to 80 percent of industrial loans and for loan guarantees.

- The third ingredient of the plan would be an Advanced Technology Foundation, which would provide funding for new product development. The focus would be on joint-venture research and development projects between firms or between private companies and universities. The Council on Industrial Competitiveness would have a key role in determining the funding priorities of the foundation.

The subcommittee report opens with an analysis of an economy that has been marked by a series of increasingly deep recessions followed by only partial recoveries.

It notes that just 10 years ago, the "structural unemployment" that remains even in prosperous times was estimated at about 4 percent. And it adds: "Today, the Council of Economic Advisers estimates that rate to be about 7 percent—that is over 7 million Americans who would not be able to find jobs, even after a full economic recovery."

Modernization and a planned industrial strategy are essential, the report affirms. "The blunt fact is that American business is too often being trounced by foreign competition. Almost daily we hear about a lucrative foreign contract going to a firm belonging to one of our major competitors, and we have come to recognize that foreign products are often selling better in our own country than the products of our own domestic firms."

U.S. stall on ILO conventions hit

The failure of the U.S. government to ratify conventions of the International Labor Organization opposing the use of forced labor is "a self-inflicted embarrassment" and should be immediately rectified, the AFL-CIO declared.

The ratification oversight has been effectively exploited by the Soviets in the ILO, Tom Kahn, an assistant to Federation President Lane Kirkland, testified at a congressional hearing. He added that "our ratification of these conventions would enhance the moral authority of the United States in that body."

The conventions are No. 29 and No. 105, adopted by the ILO in 1930 and 1957, respectively. No. 29 was aimed primarily at the abolition of forced labor in the colonial territories while No. 105 is more applicable to modern states. The Soviet Union ratified the first in 1956. Neither the Soviet Union nor the United States has approved the latter.

One abstention

Kahn pointed out in testimony before a joint hearing of the Commission on Security & Cooperation in Europe and the House Foreign Affairs subcommittee on human rights and international organizations that No. 105 was adopted in the ILO by a vote of 240-0, with only the U.S. employer delegate abstaining.

"The U.S. labor delegate voted for the convention and the American labor movement supported ratification, but we were unable to prevail upon the Senate in the face of employer opposition," Kahn said.

"Whatever arguments against ratification of these conventions may have seemed persuasive to some a quarter of a century ago are without weight in the present circumstances.

An embarrassment

"We believe the time has come for the United States to ratify the ILO conventions on forced labor—and not these alone. Of the 150-odd conventions of the ILO, we have ratified only seven. This record is a self-inflicted embarrassment in an international arena when the United States should stand out as a champion of human rights."

The hearing also offered the AFL-CIO an opportunity to present its views on the issues of forced labor in the USSR. Kahn noted that it was the American Federation of Labor in 1948 that first raised this issue by asking the ILO to take a survey of forced labor in all member countries. A year before that, the AFL had published the first map of "the Gulag Archipelago" detailed subsequently in Aleksandr Solzhenitsyn's writings.

Kahn said the U.S. government lacks the standing to pursue the Soviet forced labor issue in the ILO because it has not ratified the conventions on forced labor. It is, therefore, under the rules of the ILO, precluded from bringing an ILO proceeding against a signatory member state, he said.

Kahn suggested another step the United States could take to protest Soviet use of forced labor would be to enforce its own laws. Under Section 307 of the Smoot-Hawley Tariff Act of 1930, the importation into the United States of goods produced by forced labor is forbidden.

"Yet there are persistent reports that the law is not being enforced and that the products of forced labor continue to find their way into the United States," Kahn said.

"We may be powerless to dismantle the slave labor camps that are so important to the functioning of the Soviet economy, but we are certainly not required to purchase the products produced in these camps."

Among such products imported into the United States, an article in the September issue of Reader's Digest noted, are chemicals, uranium, gold, wood and wood products, and tractors.

Bankers' interests

"That list may grow if certain commercial and banking interests, eager to enable the Soviets to earn hard currency for the repayment of its debts, have their way," he said.

"It is bad enough when American workers are forced to compete with foreign workers earning 75 cents an hour in some countries," Kahn said. "Must they also compete with the slave labor of a totalitarian state?"

Kahn also called the passage of House Concurrent Resolution 100, introduced by Rep. Christopher H. Smith (R-N.J.), denouncing Soviet use of forced labor.

Seeding started for grass roots drive in Iowa

Des Moines—As the nation's first political caucus state, Iowa has been both the birthplace and deathbed for presidential candidacies in recent years. Organized labor's campaign for Walter F. Mondale in Iowa reflects that importance.

The next milestone date is Dec. 10, the deadline for the recruiting of a local union liaison representative in each of the state's 207 locals with 100 or more members.

The budget and major structure of the campaign in Iowa were put in place immediately after the AFL-CIO convention endorsement of Mondale on Oct. 5. Basically, the campaign structure in Iowa, as in all states, matches the AFL-CIO structure with the state federation and local central bodies providing the vital links.

Coordinators from Iowa's 16 central bodies are recruiting local union liaison representatives who will assemble for the first time on Dec. 10 for training in the rest of the campaign.

That campaign is designed to reach virtually every one of the state's 99,010 trade unionists through phone banks and at least one mailing to each worker. The phone banks will operate from the 16 central bodies—with as many as 37 phones in the Des Moines area and as few as three in the smaller areas. The mailings will be tailored to the worker's trade or industry.

One in a series

COPE Director John Perkins and Iowa AFL-CIO President James J. Wengert worked out details of the Iowa labor plan at a meeting on Oct. 22 with 71 Iowa union representatives and 12 COPE directors from international unions.

After Dec. 10, the 207 newly trained local union liaison representatives will be responsible for recruiting 2,814 precinct and township coordinators—a structure that is uniquely Iowa's since those are the locations of the state's first-in-the-nation delegate selection caucuses on Feb. 27.

The state parties of Iowa, New Hampshire and Maine have joined in an effort to alter the Democratic National Committee's current rules and move their events up a week each.

Regardless, those states will have the only events before Mar. 31, "Super Tuesday," when five primaries and four caucuses will be held. By the end of March, 45 percent of convention candidates will have been chosen.

The rest of the state plan for Iowa has labor doing the same things it will do in all states—telephone banks to identify member sentiment and follow-up mailings and phone calls to solidify Mondale support through publicizing his record on the issues.

Declaring at the Oct. 22 meeting that "America can't stand four more years of President Reagan, and Iowa can't stand six more years of Sen. Roger Jepsen," Wengert described the pro-labor voting records of Mondale (93 percent) and Rep. Tom Harkin (D), a likely candidate against Jepsen.

Perkins stressed to the group that labor's campaign is aimed exclusively at trade unionists and will have no direct ties to the Mondale campaign, which has 22 campaign workers organized in 10 districts and is predicting a record turnout of 140,000 registered voters for the caucus on Feb. 27.

Iowa COPE Director Betty Talkington described the Feb. 27 event as really a series of caucuses within the caucus. Any group with 20 percent of the voters present can name its representatives to the next step in delegate selection, Apr. 7, at the county level.

She and Perkins noted that it will be May before actual convention delegates are chosen.

Iowa's impact

A victory in Iowa's caucus can be as historic as it was for Jimmy Carter in 1976 or as fleeting as it was for George Bush in 1980. A defeat in Iowa can be a burial ground, as for Democrat Sargent Shriver in 1976 or Republican John Connally in 1980.

The 1980 results: Democrats—Carter 59.1 percent, Kennedy 31.2 percent, uncommitted 9.6 percent. Republican (straw poll)—Bush 31.5 percent, Reagan 29.4 percent, Baker 15.7 percent, Connally 9.2 percent.

The 1976 results: Democrats—uncommitted 36.9 percent, Carter 36.9 percent, Bayh 13.3 percent, Harris 10.1 percent, Udall 5.9 percent, Shriver 3.4 percent. Republican (straw poll)—Ford 45.2 percent, Reagan 42.5 percent.

COPE seminars prepare staff for state campaigns

A political action program that combines traditional union organizing skills with new campaign technology was outlined at training sessions in Washington for AFL-CIO and union staff who will be working in the states to assure the fullest labor participation in the selection of delegates to the Democratic National Convention next July.

COPE Director John Perkins told participants that the AFL-CIO's early endorsement of Walter F. Mondale for the Democratic presidential nomination means that the federation's political action arm can be active in every step of the delegate selection process in every state.

Perkins stressed that the AFL-CIO's activities will be completely separate and independent from the Mondale campaign.

Don Slaiman, deputy director of the federation's Dept. of Organization & Field Services, told participants that the field staff will be working more closely than ever with the COPE staff through the 1984 election.

Labor's activity in each state will be coordinated by units of the AFL-CIO structure of state and local central bodies.

COPE Associate Director Dick Wilson and Special Assistant Dave Jessup explained details of the AFL-CIO delegate selection program, pointing out that the wide range of overall activities planned for the campaign have also been tailored to fit individual circumstances in each state. Participants received manuals describing timetables for activities and plans of action for their states.

Emphasis and timing

Wilson and Jessup said that in each state the emphasis and timing of such activities as leafleting, phone banks, mailings, recruiting coordinators and volunteers, and get-out-the-vote drives would depend on which delegate selection process applies.

Generally, the plans include selection by precinct or area caucuses, pre-primary caucuses, post-primary caucuses, direct election of delegates or a combination of a presidential primary and direct election of delegates.

Representatives from the Mondale campaign who spoke at the seminars also explained that the candidate's strategy would differ from state to state depending on the delegate selection process.

The training seminars were attended by COPE field staff, AFL-CIO regional directors and field representatives, and state central body and union political action staff members.

COPE Director John Perkins outlines plans for labor participation in state delegate selection.

Decline in joblessness rate masks workforce dropouts

Continued from Page 1

What the numbers seem to add up to is that over a half-million unemployed people quit looking for jobs and were no longer counted in the labor force in October. If all of the jobless rate decline resulted from the effect of long-term joblessness, then the apparent improvement hides the true unemployment picture.

Recent data from state employment service offices show a substantial drop in the number of people receiving extended unemployment benefits. If many of these people ran through their benefits and gave up looking for work, that would also account for the fact that the household survey found substantially fewer long-term unemployed people than in September.

The number of Americans out of work 27 weeks or longer last month dropped 256,000 to 2,250,000, BLS said.

The government's report on the number of "discouraged" workers—those who have given up looking for employment because they think no jobs are available—is released quarterly. At the end of the April-June quarter, there were 1,709,000 workers in this category.

The government does not include these discouraged workers in its calculation of the jobless rate. Nor does it take into account the millions of workers employed only part time because they cannot find full-time work. There were 5,670,000 such workers in October. If all of the discouraged workers and one-half the number of part-time workers were factored into last month's unemployment picture, the nation's jobless rate would have stood at 12.7 percent, with 14.5-million people without work, the AFL-CIO Dept. of Economic Research estimates.

BLS's payroll survey found an increase of 320,000 in the number of nonfarm jobs last month, with growing strength in durable goods manufacturing, services, and construction industries.

BLS Commissioner Janet L. Norwood told the Joint Economic Committee of Congress that every durable goods industry registered an increase in October, with particularly large ones occurring in transportation equipment, electrical equipment, machinery, and fabricated metals.

She said the widespread nature of the increase showed "an underlying strength in the employment recovery" from the two-year-old Reagan Recession.

The factory workweek—a leading indicator of labor market change—fell two-tenths of an hour to 40.6 hours in October, following a fairly sustained period of increase. Norwood said that the strong increase in manufacturing employment for the month suggested that some employers may have added workers instead of extending working hours.

Auto union, GM inaugurate third retraining project

Detroit—More than 15,000 active and laid-off Auto Workers employed by Gen-Motors Corp. in the Pontiac, Mich., area will be eligible for a new $4.8-million job training and placement program.

Pontiac's unemployment rate was 23.3 percent in August, the latest month for which figures are available. The rate is not adjusted for seasonal variations. The program will be sponsored jointly by the UAW, GM, and the state of Michigan.

In September, the union and the company unveiled a $7.1-million retraining project to serve 9,300 laid-off GM workers in Flint, Mich. The first program was set up at GM plants in Fremont and South Gate, Calif.

UAW and GM said they expect that the Pontiac program in its first year will provide retraining for 1,800 laid-off employees and 390 current employees whose skills and job classifications may become obsolete because of technological changes. In all, the project is expected to aid more than 13,000 laid-off workers and 2,500 employed persons.

Half of the program's cost, as with the other projects, will come from the training fund established in the 1982 GM-UAW collective bargaining contract. Matching funds will come from the funds allotted under the Job Training Partnership Act.

Right to organize frustrated by NLRB delays

By Susan Dunlop

Employer manipulation of federal labor law and a bogged-down National Labor Relations Board are creating delays that are denying workers their right to union representation, labor witnesses testified.

Representatives of four AFL-CIO unions told a House Government Operations subcommittee chaired by Rep. Barney Frank (D-Mass.) how delays in NLRB decision-making are used as a union-busting tool by employers. They said the snail's pace at which NLRB decisions are handed down has contributed to hardship for workers.

Frank's committee is looking into the NLRB's record backlog of 1,581 cases. That's more than double the backlog of 674 cases five years ago.

Union witnesses at hearings on NRLB: Arthur Goldberg and Barbara Carey, ACTWU; Sandra Hughes and Arthur Morrison, IUE, and Kris Rondeau, UAW.

Years of waiting

The lengthy decision-making process, the unions said, is holding up certifications, giving employers excuses for not bargaining new contracts and leaving workers hanging while waiting for final decisions on unfair labor practice charges. In some cases, laid-off or fired workers are still without their jobs years after their cases were taken to the NLRB.

Harold Morrison, international representative for the Electronic Workers, and IUE Assistant General Counsel Sandra L. Hughes told the committee that 120 employees at Vitek Electronics, Inc., in Edison, N.J., are still waiting for a union and a contract more than four years after the union handily won the election.

Hughes charged that Vitek "has succeeded in manipulating procedures in the National Labor Relations Act to delay bargaining." While much of the delay, such as appeals of decisions, is "inherent in the act" and could be eliminated only through labor law reform, other delays have been "solely administrative" and could be cured by improving NLRB operations and by faster decision-making, Hughes said.

Morrison told the panel that workers have been discouraged and disheartened by the long delays. Four workers had wanted to testify with him, he said, but they feared they would be fired and face even more delays in fighting their case.

In another incident, Leo Wigen, vice president of Food & Commerical Workers Local 152 in Spencer, Iowa, testified that he and 417 other workers were laid off in 1977 when Spencer Foods, Inc., shut down. The company reopened in January 1978, refusing to honor its union contract and refusing to rehire the union members. The plant was acquired by Land O'Lakes, Inc., in 1979.

Charges filed

UFCW attorney Peggy Hillman explained that the union had immediately filed unfair labor practice charges after the company began hiring.

"So far we have won at every stage, but we are still out of work four and one-half years after the plant reopened," Wigen testified. He outlined severe economic and personal hardships still being endured by many of the workers waiting for the outcome of their case. Hillman called the delay "outrageous," and said the only explanation offered by the NLRB was a reference to the changes in the board's membership.

Reinstatement stalled

In testimony for the Clothing & Textile Workers, General Counsel Arthur Goldberg and Assistant General Counsel Barbara Carey described the delays following a union victory at the Phoenix Glove Co. in Andrews, S.C., in 1981. Although the workers voted 2-to-1 for a union, they have yet to achieve a first contract. A number of union leaders and supporters, fired for union activity, have not been reinstated despite NLRB decisions upholding the union's position in that and other unfair labor practice charges.

The ACTWU attorneys blamed NLRB procedures and the employer's full use of them as "a built-in delay mechanism" to postpone bargaining with the union.

Kristine Rondeau, an organizer for Auto Workers District 65, testified that Harvard University's use of an assortment of NLRB delays has kept employees of the Harvard Medical Group from having their union for nearly 10 years. Harvard's chief strategy, Rondeau explained, is to use the NLRB's procedures for determining an appropriate bargaining unit to stop the 850 workers at the medical facility from organizing and being represented by the UAW.

"Litigation at the board is an ultimate anti-union weapon of any employer," Rondeau told the panel.

Employers such as Harvard count on the delays in the NLRB process to "wear out workers," counting on turnover, frustration and disillusionment to work in their favor against unions, Rondeau said.

Dotson's view

In separate testimony, NLRB Chairman Donald L. Dotson told the panel that the board faces "a very serious, vexing problem" with its backlog of cases.

Dotson attributed the logjam of cases to the turnover of board members, the large number of major issue cases as well as broadened jurisdiction and increased workloads.

The chief problem, Dotson claimed, is board-member turnover. In the past four years, he said, the NLRB has been at full five-member strength only half the time. Since December 1979, 11 persons have served on the board.

Frank said the NLRB machinery "has nearly broken down." He told Dotson and three other board members present "we have got to find a way drastically to shorten the time it takes" to process cases. Legislation may be needed, the congressman said.

If the business community thinks it is to their advantage to use delays at the NLRB, "they are making a mistake," Frank warned.

Florida labor looks ahead to '84 presidential campaign

Jacksonville, Fla.—The Florida AFL-CIO drafted a wide-ranging program seeking needed improvements in job safety, public employee wages, state funding, compensation programs, and consumer protections.

Delegates to the state federation convention also looked ahead to Florida's presidential primary and pledged support to former Vice President Walter F. Mondale as the Democratic nominee for President.

State Federation President Daniel Miller told the convention that Florida labor will be called upon to play a crucial role in the 1984 campaign.

Labor's early endorsement of a candidate gives the trade union movement a unique opportunity to work for a contender who can put labor's program in effect once elected, he said. He noted, too, that Florida's Mar. 13 primary—one of the earliest—will be a key race.

In drawing up its goals for the year ahead, the convention put a priority on:

- Enactment of a "right-to-know" toxic substance law to help protect workers from on-the-job health hazards.
- Re-enactment of Florida's prevailing wage law giving state workers pay comparable to their private industry counterparts.
- Regulations to hold contractors liable for the safety and health of all workers directly employed by them or by subcontractors retained by them.
- Increased unemployment benefits for the 400,000 Floridians who are now unemployed.
- Opposition to a state referendum that would freeze state spending at the 1980 level.

Other resolutions called for an end to monitoring workers' telephone calls as an invasion of privacy, supported voter registration by mail and urged increased unemployment benefits. The convention opposed a renewed "bracero" program and asked curbs on the importation of foreign farm workers.

Sec.-Treas. Joseph Martin assailed Reagan Administration programs favoring large corporations and the rich. He challenged "the short-range vision of corporate executives who only look at the quarterly and annual profit sheets while destroying our children's futures and environment."

Miller cited labor's key role in several successful legislative programs, including the passage of nursing home reforms.

In a special election, delegates unanimously re-elected Don Resha to a four-year term as executive vice president. Resha, who also serves as COPE director, had resigned and later was reappointed to the position by the executive board. The constitution required him to stand for election at the next convention. The president and secretary-treasurer were not up for election at this convention.

Gas price gouge tied to negligence

Continued from Page 1

as the Reagan Administration has advocated in the past. He is in favor of continuing price ceilings on old gas.

"One thing this staff report makes clear, simply by reciting in some detail the events and arguments of the past two years, is that we do not have any problem to which old gas decontrol is a solution," he said.

"That solution—legislative or 'backdoor' decontrol—has been in search of a problem ever since this Administration and its man at the FERC came into office arguing that without it prices would be too low and we would face a severe price hike in 1985.

"When prices rose too high in 1982, for reasons largely beyond the reach of NGPA pricing provisions, they didn't miss a breath in calling for the same solution to this opposite problem."

Mayday, mayday

Denver—A Continental Airlines jet carrying 73 passengers including the airline's chairman, Frank Lorenzo, landed by mistake on a taxiway at Stapleton International Airport Nov. 9, instead of on a runway.

It was the second incident involving Continental airlines piloted by strikebreakers. The day before, a Continental flight left for Burbank, Calif., without updated procedures for landing there. The Federal Aviation Administration is investigating both violations of regulations.

The Air Line Pilots described the mistaken taxiway landing as "an extremely dangerous incident" and renewed its expressions of concern about safety procedures of the new Continental.

Striking members of ALPA, the Machinists and Flight Attendants charge that Continental aircraft are not safe because strikebreakers are working long hours and sometimes on aircraft on which they have had little experience.

6-day UAW strike gains new local Chrysler pact

Twinsburg, Ohio—The Auto Workers ratified a new local contract at the Chrysler Corp. stamping plant here following a six-day walkout.

The contract, which had been unresolved for 15 months, supplements the UAW's national accord with Chrysler and runs concurrently through Oct. 15, 1985.

The strike by some 3,200 members of UAW Local 122 had idled several other Chrysler plants and thousands of other workers because of a shortage of components crucial to auto production.

The agreement came Nov. 5 after a marathon bargaining session. Workers walked out over charges of forced overtime and poor working conditions.

The union said it achieved most of its goals, including limits on overtime and better plant maintenance.

Australian unions vote to embargo Continental jets

Unions representing Australia's airline workers voted to refuse servicing of any Continental Airlines flights in that country indefinitely. The ban took effect on Nov. 10.

The Australian boycott is aimed at bringing pressure on the carrier to resume talks with the striking American unions and "to honor existing collective agreements."

Endorsed unanimously by the Australian Council of Trade Unions, the Federation of Air Line Pilots, and the Flight Stewards Association, the action cited Continental's use of strikebreakers and contractors and condemned the recruiting of "crew and ground staff with little experience to break the dispute, which may jeopardize safety standards."

In another development, the Air Line Pilots approved a special dues assessment to fund benefits for its members on strike against the carrier. The assessment was approved by a 77-percent vote of members casting ballots.

In September, the union's executive board voted to grant strike benefits to all Continental pilots who refused to go back to work after the company declared bankruptcy and reopened for business. A ballot by the entire membership was necessary to approve payment of the benefits on an ongoing basis.

ALPA's monthly assessment will range from $23 for newest members to $352 for those with the most seniority. The union is paying pilots $3,800 a month in benefits, about the same as the airline is now paying its working captains. First and second officers receive $2,500 a month.

Meanwhile, Continental's senior director of flying, W. S. Laughlin, resigned his management post in support of the striking pilots. He charged in a letter to management that the airline's efforts were being mainly "directed at replacing pilots rather than trying to retain those pilots that have built this airline."

'Veto' plan rejected

House tightens curbs on toxic waste dumps

The House voted to broaden federal restrictions on disposal of hazardous industrial wastes after rejecting a labor-opposed amendment that would have weakened the ability of the Environmental Protection Agency to enforce the law.

Existing law—the 1976 Resources Conservation & Recovery Act—covers only establishments that generate more than 2,200 pounds of hazardous waste a month. These firms must give special handling to dangerous substances, dispose of them in special facilities at approved locations, and keep records on their disposal.

The new bill, which the House passed by voice vote, would renew the basic law for an additional three years and extend coverage to firms that dispose of smaller quantities of toxic substances. The restrictions and paperwork would be somewhat less for the disposal of smaller amounts.

Agency review

It also would require EPA to review all hazardous wastes and determine which are too toxic for the usual methods of disposal. After a phase-in period, firms could no longer dispose of toxic wastes in unlined pits, ponds and lagoons, burn them in ordinary industrial boilers, or use them in recycled products.

Two close votes resulted from an attempt by Rep. Elliott H. Levitas (D-Ga.) to amend the legislation so as to recapture for Congress a form of the legislative veto authority that the Supreme Court earlier this year struck down as unconstitutional.

Under the now-invalidated type of legislative veto, Congress sometimes required that an agency's regulations be subject to disapproval by the Legislative Branch of government.

The so-called "one-house veto" would block a regulation if either the House or the Senate passed a resolution of disapproval. A "two-house veto" would require action by both bodies. But the Supreme Court held that these were both unconstitutional since they amounted to legislative action without any role for the President.

Regulations

Under the amendment sought by Levitas, regulations proposed by EPA to cover disposal of smaller amounts of hazardous wastes would have to be adopted by both the House and Senate and signed by the President. His amendment would not apply to regulations having an "economic impact" less than $100 million a year.

The AFL-CIO has opposed legislative veto provisions, while major business groups have supported the concept.

Initially, the Levitas amendment passed on a slim 198-195 vote. But since the vote was taken when the House was sitting as the "Committee of the Whole," the parliamentary method normally used to act on legislation, a second vote could be requested before final passage. On that ballot, it went down to defeat, 204-189.

In some other developments as Congress sought to clear the way for a planned Nov. 18 adjournment:

- The House registered its displeasure at President Reagan's firing of three members of the Civil Rights Commission by deleting funding for the panel from an appropriations bill. The vote was 235-170. In both the House and Senate, efforts are under way to reshape the fact-finding commission into an advisory body to the Congress, taking it out of the Executive Branch.
- A Senate-passed bill to hold down costs of Longshoremen's & Harbor Workers' Compensation Act by an assortment of measures including a ceiling on annual benefit increases and stricter curbs on fraud advanced in the House. With revisions proposed by Rep. George Miller (D-Calif.), the Subcommittee on Labor Standards which he heads gave it unanimous approval, clearing it for eventual action by the full Education & Labor Committee.
- The House opened debate on a labor-supported bill that would overturn a plan adopted by the Federal Communications Commission to require residential telephone subscribers to pay $2 a month for "access" to long distance telephone service—regardless of whether or not the long distance service is used.

The bill also includes a provision assuring portability of pension rights for employees affected by the court-ordered separation of AT&T's long distance operations from local telephone companies.

Vermont unions press for stronger state labor laws

White River Junction, Vt.—Strengthening of Vermont's labor laws and enactment of a binding arbitration law covering all public employees are priority items on the legislation agenda of the State AFL-CIO.

Resolutions adopted at the state federation's 27th annual convention call for the creation of a state mediation service, compilation of all state labor laws into a single booklet, unemployment insurance benefits to strikers and measures to control health care costs.

The convention's 67 delegates voiced support for a campaign by the Ladies' Garment Workers to roll back apparel imports to 25 percent of the U.S. market, urged improved federal job safety and health standards and enforcement, and called for expanded U.S. shipbuilding programs.

Wendell Pelkey of the Steelworkers was elected secretary-treasurer to succeed Carla Thomas who did not seek re-election. President Robert E. Clark and all other officers and executive board members were re-elected without opposition.

Lena Brown of Rubber Workers Local 289 was appointed by the executive board as director of the state Volunteers in Politics program.

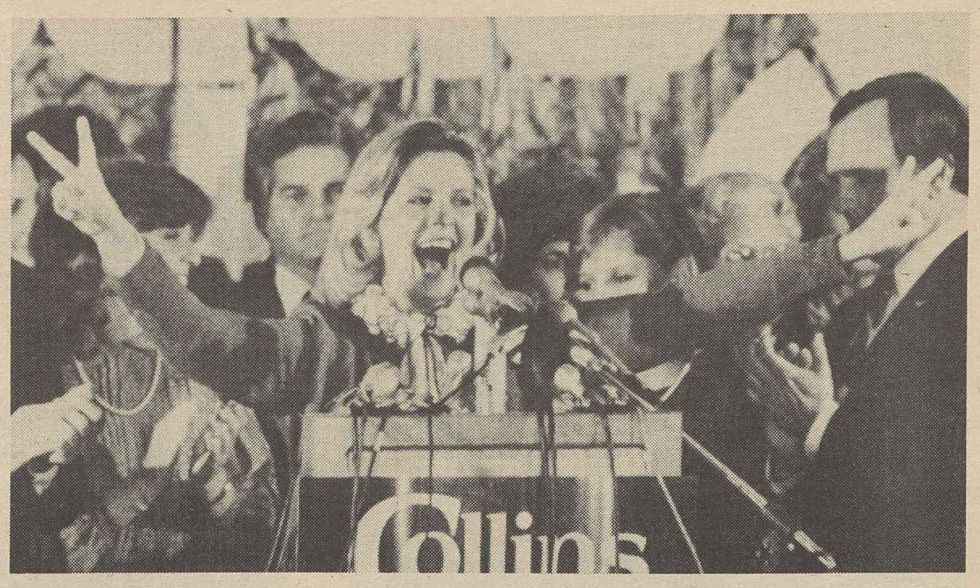
Pledge to teachers

Gov. Richard Snelling (R) told the delegates he will push to get more money for education and seek an increase in the state's minimum salaries for teachers.

Sen. Patrick Leahy (D) charged that the Reagan Administration with insensitivity to the needs of most Americans, and Rep. James Jeffords (R) reaffirmed his support of the domestic auto content legislation pending in Congress.

Frank Emig, assistant director of AFL-CIO Dept. of Organization & Field Services, and Frank Myers, assistant director of AFL-CIO Region VIII, urged delegates to become more involved in the political process, work to get selected as delegates to the state and national political conventions, and to negotiate COPE payroll checkoff contributions in union contracts.

The chairmen of the state Democratic and Republican parties explained the delegate selection process to the convention and how to work within that framework.



Kentucky gubernatorial winner Martha Layne Collins.

Election victors include labor-backed candidates

Labor-backed candidates won a House seat in Georgia but lost a Senate contest in Washington state. In Ohio, a trade union campaign was credited with turning the tide and producing the upset defeat of two tax cut propositions that would have starved state and local governments of essential revenues.

These were among the highlights of off-year elections that otherwise held few surprises. Democrats retained the governorships of Kentucky and Mississippi and legislative control in the five states where this was an issue.

Washington state voters elected Republican Daniel J. Evans to the Senate seat to which he was appointed in September after the death of Democrat Henry M. Jackson.

Evans, who had been considered a moderate during his three terms as governor of Washington, won 56.8 percent of the vote in defeating Mike Lowry, the labor-endorsed Democrat. Lowry continues as a member of the House and Evans will serve out the remaining five years of Jackson's term in the Senate.

In Georgia, the House vacancy had resulted from the death of Larry P. McDonald, who was a passenger on the Korean airliner shot down by the Soviets earlier this year. McDonald, a right-wing Democrat, had been president of the John Birch Society and had a COPE record of only 6 percent votes in support of labor's position. His widow, Kathryn McDonald, pledged to carry out his policies and led a 20-candidate field in the first primary.

Decisive winner

Mainstream Democrats rallied behind her runoff opponent, George W. Darden, and he won decisively.

In Ohio, the ballot included two proposed constitutional amendments put there by initiative petitions. One would require a three-fifths majority in the legislature to adopt any tax decrease, instead of a simple majority. The other would have repealed all tax legislation passed this year, including a 90 percent tax hike.

With the State AFL-CIO leading the way, labor launched an education campaign to point up the chaos and inequity that would result from adoption of the tax amendments.

In late September, polls had shown the anti-tax initiatives with 70 percent approval. By mid-October, the approval rating had dropped to about 58 percent. And by the Nov. 8 election date, the turnaround sent the measures down to clearcut defeat.

In New York, meanwhile, voters gave 53 percent approval to a labor-supported bond issue to finance a $1.25 billion program of road and bridge construction over the next five years.

The proposal was backed by Gov. Mario Cuomo and the State AFL-CIO termed it "crucial to the economic redevelopment of our state" and a source of "badly needed jobs."

Philadelphia voters elected W. Wilson Goode, a labor-supported Democrat, as the city's first black mayor. And in Kentucky, labor-endorsed Democrat Martha Collins, currently the lieutenant governor, was elected the state's first woman governor. In the other gubernatorial race, Democrat Bill Allain was elected in a campaign muddied by unproven sex charges from his Republican opponent.

In the most significant of the state legislative battles, Democrats kept control of the New Jersey legislature.

Greyhound drops order to cut off retiree benefits

Phoenix — Greyhound Lines, Inc., backed away from its decision to cut off medical benefits for retirees of the struck bus line.

The company said it had rescinded orders to suspend payments under health and welfare plans negotiated with the Amalgamated Transit Union after a two-hour contract negotiating session. ATU struck Greyhound Nov. 3.

Union and company negotiators planned to meet for further talks called by the Federal Mediation & Conciliation Service.

Earlier, the union had threatened to file suit in federal court for a temporary restraining order to block suspension of the benefits, charging "irreparable harm" would result if retirees were denied them. The ATU has made provision for active workers to continue to receive such benefits while they are on strike against the company.

The strike stems from Greyhound's insistence on cuts in worker pay and benefits. Greyhound, a profitable company, is demanding that workers take a 9.5-percent pay cut and give back certain benefits.

The bus line posted a $20-million profit last year, while its parent company, Greyhound Corp., Inc., took in $103 million and management rewarded itself with hefty pay increases.

In 1982, Greyhound Corp. Chairman John Teets pulled down a total salary and benefits package of $594,991, a 48.5-percent rise over the previous year. Close behind him, Greyhound Lines Chairman Frank Nageotte took in total compensation of $447,084 last year.

ERA's resurgence

The House Judiciary Committee voted 22-10 to launch the Equal Rights Amendment on a new try for ratification.

In an all-day session, the committee's Democratic majority voted down repeated attempts to narrow the scope of the proposed constitutional amendment.

The final version states simply: "Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex."

That's the wording that Congress approved in 1972 and that 35 of a required 38 states ratified before time ran out and the process had to start again from scratch.

AFL-CIO President Lane Kirkland testified in support of the amendment at committee hearings in September. Adoption of the constitutional amendment, he said, would be the strongest expression of the nation's "enduring commitment to equal opportunity for women."

AFL-CIO Vice President Joyce Miller discusses retraining needs.

Education conference weighs job training, guidance needs

Cooperation between government, labor and business to provide new training opportunities and career guidance to workers was the keynote of a conference on work-related education.

The two-day program "Making Partnerships Work: Career Guidance and Work-Related Education & Training," held in Arlington, Va., was organized by the Office of Vocational & Adult Education of the U.S. Dept. of Education. The AFL-CIO, educational, business and vocational organizations and other government agencies participated in planning the meeting. The agenda emphasized on-going education and guidance programs that can serve as models for planning similar services to workers.

Labor speakers stressed that the changing economy has intensified the need for much more training and guidance.

AFL-CIO Vice President Joyce Miller told the 90 participants that the labor movement "is deeply concerned about the parallel need for appropriate job and training services to return the victims of the recession and of structural changes in the economy to productive employment."

Miller, a vice president of the Clothing & Textile Workers, asserted that workers displaced by the economy or new technology, and those just entering the workforce, need training and guidance to help them find jobs in the changing workplace.

The AFL-CIO's range of employment and training services was outlined by Michael M. Arnold, director of the federation's Human Resources Development Institute.

Arnold also pointed out that public and private sector partnerships are essential if the career needs of workers are going to be met. He stressed that while labor and management can point to an array of programs they have developed through collective bargaining or individually, "the problem . . . is one of such proportions that it can't be addressed by the private sector alone. . . . It is also a matter for public policy attention—both at the federal and state level."

A successful program developed by the Auto Workers and Ford Motor Co. was described by Elvin Hendricks, UAW special projects coordinator, and Richard J. Collins of Ford.

The program is available to many of the company's workers nationwide and provides for a wide range of career counseling, education, retraining, job search and placement services for both active and laid-off workers.

HRDI's programs offering counseling, training and job-search help to dislocated workers was explained by Jane McDonald-Pines, special assistant to Arnold, and Assistant Director Rod DuChemin.

A panel on workers' needs and responsive career guidance was chaired by James Auerbach of the AFL-CIO Dept. of Education.

Roofers raise per capita tax to expand member services

Los Angeles—A phased per capita tax increase plan aimed at expanding and improving the Roofer's safety and health, apprenticeship, political education and social services programs won approval of delegates to the union's convention.

Roofers' President Roy E. Johnson advised the delegates that the increased revenues will provide the union with the "proper tools" to make these services more effective.

A key part of the resolution called for development of a program for financing nationwide of the "Roofers Assistance Program," known as RAP.

The RAP plan, Johnson explained, is designed to offer various forms of direct assistance to union members suffering from critical problems such as alcoholism and drug abuse.

Details of RAP plans will be worked out based on reviews of local needs, existing assistance programs, available community health and social services and related factors, Johnson said.

The per capita increase resolution also pointed out that more funding for apprenticeship and safety and health programs is essential because of sharp cuts in federal grants by the Reagan Administration.

Per capita will rise from the current $5 a month to $9.75 by 1988 with increases of $2 on Jan. 1, 1984; 75 cents each year on Jan. 1, 1985, 1986 and 1987 and 50 cents on Jan. 1, 1988.

In elections, Johnson and Sec.-Treas. Dale Zusman were re-elected to new five-year terms by acclamation. Ten incumbent vice presidents were also re-elected.

At Johnson's urging, the delegates amended the union's constitution to delete a provision that provided for president-emeritus status and pay. The policy will take effect with Johnson's retirement.

In a speech to the 330 delegates to the five-day meeting, AFL-CIO Building & Construction Trades Dept. President Robert A. Georgine praised the Roofers as "a militant organization" with many "firsts" for workers to its credit.

He noted that the union is leading the way in adopting a program like RAP, and for recognizing the need to help members who are suffering from the terrible ravages of alcoholism, drug and substance abuse.

Other speakers at the convention included Rep. William Clay (D-Mo.), BCTD Legislative Director Daniel Mundy, President Jerry P. Cremins of the California Building & Construction Trades Council and Fred Good, executive vice president of the National Roofing Contractors Association.

3-year pattern cited

Reagan's OSHA hit on enforcement cuts

Continued from Page 1

gressionally mandated program of active enforcement of workplace safety and health into "a voluntary compliance program" which isn't working.

Seminario said the Reagan Administration has distorted a sound concept of targeting the most hazardous firms in the most hazardous industries for the most frequent inspections.

Under the system of exemptions used by OSHA, she noted, many firms with injury rates above the national average are automatically excluded from inspections because they are in supposedly "safe" industries. And half of the inspections scheduled for more hazardous industries amount to no more than a review of the employer's record of injuries and illnesses.

Reduced penalties

As an example of the change in penalties for violations, Seminario cited two comparable cases of hazardous coke oven operations—in 1979 under the previous Administration and this year.

The earlier case resulted in citations for 52 serious violations and assessment of $51,700 in penalties for violations of the coke oven standard. By contrast, the 1983 case, using a revised citation policy, resulted in only three citations for serious violations, one for an other-than-serious violation, and $2,800 in penalties for 38 instances of non-compliance with multiple provisions of the coke oven standard.

The clear message, she suggested, is that "employers who are in gross violation of OSHA health standards no longer will be subject to strict enforcement standards."

OSHA's lax enforcement policies "put pressure" on the agency's area directors to agree to settlements on employers' terms in order to avoid contested citations, Seminario contended. She noted that "reduction in the rate of contested cases is one of the job performance measures for area directors" and "a high contest rate is considered negative performance."

In testimony by other union witnesses:

- Franklin E. Mirer, health and safety director for the Auto Workers, pointed out that OSHA's pursuit of health standards violations has "fallen dramatically under this Administration." Air contamination citations are down 38 percent, he noted, asbestos citations are 60 percent lower, vinyl chloride down 70 percent and coke oven emissions off 94 percent. If there is any defensible explanation for the dropoff, "we have yet to hear it."
- Mary-Win O'Brien, Steelworkers attorney specializing in occupational safety and health, said OSHA's guidelines to its field staff have the effect of discouraging issuance of citations that will be contested by employers.
- Milan Raci, health and safety director of the Allied Industrial Workers, cited case histories of OSHA enforcement failures in plants represented by the AIW. One case involved a failure to penalize an employer the union found was falsifying reports to OSHA to conceal a high accident rate on repetitive operations.
- Eric Frumin, director of occupational safety and health for the Clothing & Textile Workers, charged OSHA with failure to enforce monitoring of cotton dust and medical testing required under the federal standard. In that area, state enforcement has actually been superior to federal enforcement, he testified.

Drop in job injuries, illness laid to rise in unemployment

The claims of Occupational Safety & Health Administrator Thorne G. Auchter that declines in job-related injuries and illnesses are due to OSHA action don't stand up, Director Bert Seidman of the AFL-CIO Dept. of Occupational Safety, Health & Social Security charged.

The Bureau of Labor Statistics reported occupational injuries and illnesses declined for the fourth year in a row.

The BLS survey of private sector employers found the all-industries injury and illness incidence rate was down from 8.3 per 100 full-time workers in 1981 to 7.7 in 1982. The rate was 8.7 in 1980.

Auchter, in claiming credit for his agency, said, "the figures represent an endorsement of President Reagan's cooperative, non-adversary approach to job safety and health."

Seidman, however, said that the improvement in the figures is more likely the result of high unemployment at the peak of the Reagan recession. He charged that under Auchter's direction, "there has been stonewalling on the part of OSHA on doing anything to follow up on Carter Administration work that would have made advances in workers' safety and health."

Targeted industry

Citing the figures for the construction industry, Seidman stressed that although OSHA had targeted the industry for a concentrated inspection effort, the injury rate in construction remained high at 14.6 per 100 workers in 1982.

Although that is down from the 15.1 rate of a year earlier, Seidman pointed out that the construction industry was among the hardest hit by unemployment in 1982. He noted that young and inexperienced workers are usually the first to be laid off during periods of high unemployment and they are the group that has the highest ratio of on-the-job injuries.

Thus, during 1982, when a large number of the most injury-prone workers were unemployed and when the industry was targeted for a greater number of on-site inspections, there was only a slight drop in the injury rate, Seidman noted.

While the incidence rate declined six-tenths of a point from last year, the Labor Dept. attributed only one-sixth of the reduction to the sharp decline in the number of hours worked.

"You would expect to see a much greater decline in injuries during a period of high unemployment," Seidman observed.

10 times noisier

Occupational health protections were pushed back 20 years with new federal guidelines that permit a 10-fold increase in workplace noise, the AFL-CIO charged.

The Occupational Safety & Health Administration directive eliminates employer obligations to use feasible engineering and administrative controls to limit exposures to 90 decibels under the federal noise standard.

The new guidelines permit exposures of 100 decibels, increasing noise limits 10 times.

In testimony at House hearings, AFL-CIO Industrial Hygienist Margaret Seminario noted that OSHA based its new enforcement policy on an outdated Occupational Safety & Health Review Commission decision calling for balancing of costs and benefits. But OSHRC subsequently dropped that requirement.

"Changing the noise standard's application and interpretation through an administrative directive will have the same effect as amending the standard. However, no public notice and comment has been afforded and the standard setting requirements of the Act have been totally subverted," Seminario testified.

EDITORIALS

OSHA's Non-enforcement

THE TRADE UNION movement is of necessity the watchdog of the Occupational Safety & Health Administration.

The reason is obvious. No other group in society has such a direct interest in the law's enforcement. It is America's workers who risk mutilation in workplace accidents and who are the often unknowing guinea pigs for the chemicals with the unpronouncable names that too often are found to be carriers of death and disease.

The people running OSHA under the Reagan Administration are grievously mistaken if they dismiss the labor movement's indictment of their performance as political carping.

Labor's legislative campaign for a federal job safety and health law started in the Lyndon Johnson presidency and achieved success in the Richard Nixon Administration.

There were some valiant allies on both sides of the political aisle. At the first hearings on Capitol Hill, Sec. of Labor W. Willard Wirtz brought with him and displayed pictures to show "what a hand looks like lying alone by a power saw . . . what half a man looks like when a falling girder has cut him in two."

They were meant to shock. That's what the legislation is all about, Wirtz testified.

The Chamber of Commerce and its allies in Congress blocked that first effort, but labor's campaign never let up.

LABOR documented its charge that state programs, with pitifully few exceptions, were inadequate. The Ohio AFL-CIO reported that the state had more fish and game inspectors than safety inspectors. The AFL-CIO News checked and found that Ohio was far from alone. At least 14 other states had a worse imbalance.

Employers mounted a massive scare campaign portraying plants shut down by dictatorial safety inspectors. But in the end Congress put together an Occupational Safety & Health Act that met labor's principal concerns and that President Nixon signed into law.

It was a moment of celebration, but George Meany had been around a long time and the AFL-CIO president had some wise words of caution.

The new law points the way to a safe and healthy workplace, he said, but "achievement of that goal will not be automatic."

It provides "the mechanism for setting safety and health standards by the Dept. of Labor," Meany noted. Yet "mere setting of standards is not enough." Nor was the trade union movement's role over.

"There must be close scrutiny, constant policing and prompt and adequate enforcement," Meany insisted. "We intend that this machinery, which we have sought for so long, be used fully, effectively and without delay in order to alleviate the horrible toll of suffering and death in America's workplaces."

In both Republican and Democratic administrations, the AFL-CIO has prodded OSHA for action when prodding was needed, and has urged Congress to approve the staff and resources to carry out the law's intent.

THE DOCUMENTED criticism that the AFL-CIO and its affiliates presented at House hearings this week was sharp, and deservedly so. Past sins of omission pale against the Reagan Administration's three-year record of cutbacks in workplace inspections and wholesale downgrading of penalties against employers who don't live up to their obligation to provide a safe and healthy workplace.

Even with more adequate enforcement, compliance by employers with job safety and health standards must be largely voluntary, as is the case with tax laws. But what would happen to our tax system if businesses and individuals knew there was virtually no chance that they would be caught if they underpaid their taxes and were assured that the penalties would be minuscule if somehow they were found out?

As the AFL-CIO testified, enforcement of job safety has been transformed into a voluntary compliance program under the Reagan Administration—and it's not working.

On Guard

Washington Window

Hospitals are hazardous to health care workers

By Press Associates, Inc.

Sheila Bennett, a respiratory technician at the Medical College of Pennsylvania, is among 19 women who must use the hospital's ethylene oxide sterilizer to clean delicate medical equipment like pacemakers.

In the four years she has worked at the hospital, 12 of her co-workers experienced miscarriages, premature births or infertility. Others suffered rashes and eye irritations. Hospital management never informed its workers of the dangers of exposure to ethylene oxide (EtO).

"It was only after I found information on EtO in a garbage can that I began to question the safety of working with the gas," Bennett told the House labor standards subcommittee at oversight hearings on proposed OSHA regulations on workplace exposure to EtO.

Bennett is one of 100,000 workers in hospitals and in the medical products industry who work around EtO. Exposure to the gas has been linked to cancer, spontaneous abortions, birth defects and male sterility in studies going back to 1977.

Limited success

In recent years, unions have been working to educate their members about the hazards of EtO. But these efforts have met with very limited success when confronted with unconcerned hospital management and the absence of strong federal safety and health regulations on EtO.

More than two years ago, the State, County & Municipal Employees and the Public Interest Health Research Group petitioned OSHA to issue a temporary emergency standard for EtO.

OSHA denied the petition despite its own findings that up to 643 excess cancer deaths per 10,000 exposed workers might result. Instead, the agency set in motion its slowest regulatory procedure, putting off final rule-making to late 1984. Turning to the courts, the unions won a ruling ordering OSHA to speed up rulemaking on EtO.

Last April, OSHA proposed a standard which limits EtO exposure to 50 times less than the current limit. During hearings in July, union health experts testified that exposure should be much lower than that proposed by OSHA and that a short-term exposure limit also is needed.

Regulation thwarted

At the hearing of the House labor standards panel, union representatives expressed outrage over recent revelations that a high OSHA official tried to block the possibility of a tough EtO standard after meeting with the head of the Ethylene Oxide Industry Council in mid-June.

To illustrate the pressing need for strong EtO regulations, AFSCME Research Director Linda Lampkin testified on survey of hospitals and their employees. Among the findings:

- Workers in 16 of the 26 hospitals in the survey reported that they can smell EtO at least occasionally indicating they are being exposed to extremely high concentrations.
- In only 12 of the 25 hospitals has anyone ever monitored workers' exposure ot EtO.
- In only 11 of 25 hospitals has management had a regular maintenance program to check sterilizers for leaks.

At the same time, AFSCME found that the union-proposed standard, 20 times stricter than the OSHA proposal, has been attained at several hospitals using existing technology.

But there is no doubt that the Reagan Administration "has taken seriously its commitment to remove the regulatory burden from the backs of business, even if it means deliberately ignoring the expressed intent of Congress in passing the Occupational Safety & Health Act," she said.

"The price of premature deaths, unborn children and ruined health is far too great for the working people of this country," she stressed.

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Vol. 28, No. 45 SATURDAY, NOVEMBER 12, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
American Federation of Labor and Congress of Industrial Organizations

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MEMO FROM COPE

Nomination — For Months Ahead, No Goal More Important

By John Perkins
Director of COPE

(First of two articles—second will appear on this page of AFL-CIO News *dated Nov. 26, 1983)*

Right now, and for the months immediately ahead, nothing we can do is more important or has more far-reaching consequences than our campaign to help Walter Mondale win the Democratic presidential nomination.

The endorsement is a deeply serious effort in a very serious and important process which we hope ultimately will result in election to the presidency in 1984 of the candidate we honestly feel can best serve this nation and its people, and in defeat of an incumbent President who we sincerely believe has served the nation and its people unfairly, unfeelingly, unwisely and unwell.

The journey to those two goals begins, like the journey of a thousand miles, with the first step, which was the endorsement of Walter Mondale.

Let me mention a couple of things that our endorsement is *not*:

We are *not* engaged in any macho exercise in political muscle-flexing. We've been around a long time. Our credentials are solid. We don't have to posture.

We are *not* trying to capture control of the Democratic Party. We have no more wish to control a political party than to be controlled by one.

Our work is certainly *not* an adjunct of the campaign of the candidate himself. He's running his own show among Democratic voters at-large, without any kibitzing from us, and we're running ours, among our members, without any kibitzing from the candidate or his campaign staff.

The AFL-CIO's endorsement of Mondale is *not,* in any respect, a rejection, a repudiation or even a criticism of the other candidates for the Democratic nomination. All are good men. All, to differing degrees, have records of decent concern for the well-being of working Americans and needy Americans.

We commend all of them, but we *recommend* Walter Mondale as the stand-out candidate in a good field. Look at his credentials and his record over his 12 years as a U.S. senator and his four years as Vice President of the United States:

As a senator, he voted 93 percent "right" for working people, their families and their unions on the official AFL-CIO voting record. As Vice President, he was a strong voice within his Administration for issues of critical importance to workers.

There isn't a working family in the United States that hasn't benefited from one or more of the things Walter Mondale fought for and accomplished in the areas of health care, education, nutrition, child care, civil rights, women's issues, job safety and health, job-creating measures, transportation, minimum wage, Davis-Bacon protection of the standards and wages of building and construction workers, public employee rights, unemployment compensation, workers' compensation, environmental protection, and corporations and wealthy individuals.

While Walter Mondale always was and remains his own man, we can never forget that his mentor was one of the most decent and concerned humans who ever graced the political stage.

Walter Mondale was Hubert Humphrey's political protege and then his close political ally and personal friend and confidant because they shared a vision of a caring nation.

What Walter Mondale has fought against tells as much about him as a man and a candidate as what he fought for.

► He has fought against special tax privilege for corporations and wealthy individuals.

► Against the almost boundless power of big oil.

► Against the rape of our public lands by private interests.

► Against the nay-sayers and doom-criers and union-busters of the right wing who saw nothing good in the presidencies of Franklin Roosevelt, Harry Truman, John Kennedy and Lyndon Johnson, and nothing *but* good in those of Millard Fillmore, William McKinley, Calvin Coolidge and Herbert Hoover.

That's Mondale past. Mondale future is the important thing we have to consider now. There is every sign and token that he is as close to us today as he has been throughout his many years in politics.

He's for a full-employment law—with teeth in it—and for jobs for all who want to work. There is no chance that he would brush off 10-percent unemployment as nothing but an inconvenient statistic.

He's for rebuilding America's stricken basic industries. He knows, as we know, that they are not only the source of millions of jobs, but the foundation of our economic strength and our military strength. If they crumble, there goes the rest of it.

He's for fair trade that is as beneficial to American workers and American-made products as it is to the countries we trade with. He will not stand by expounding empty dogmas about "free trade" while a raging flood of imports drowns the jobs of millions of American workers.

He's for better education, better health and better nutrition programs. He's committed to job-creating step-ups in housing programs, highway and bridge repair, to modernization and extension of our transportation systems. These are issues that govern millions of jobs and affect the health, welfare and jobs of millions of us.

He is with us—with working people and needy people and small business people—and he understands and supports the aspirations of just-plain-people everywhere.

Some pundits and even some candidates are seeking to label Walter Mondale as a captive of "special interests"—meaning us—and that is pure, unadulterated hogwash. In the vocabulary of politics, "special interests" mean exclusive interests, and there is nothing exclusive about the concerns of the labor movement. What we want for ourselves—jobs and justice, decent health care, decent housing, better education, better nutrition, fair wages, fair taxation—we want for all our fellow citizens, bar none.

We have a "special interest" in all the people of the United States, an interest that is not shared by the present Administration and its supporters who are accusing us of their own faults.

Who's Mad at Reagan? Rightists!!

A lot of the folks who are most mad at Ronald Reagan are the very folks who have the least reason —the ones who've worshipped him lo, these many years, the ultra-conservatives.

The October *Conservative Digest,* publication of "new right" founding father Richard Viguerie, runs results of a poll taken among 350 right-wing leaders, rating Reagan's stewardship and not rating it highly. Following are some of the findings:

► Almost two-thirds are convinced the President has not carried out what they consider a conservative agenda. In fact, 63 percent are disappointed with the Reagan Presidency.

► By and large, these conservative leaders give the President a failing grade in his efforts to implement campaign promises.

► Asked if the President would be more or less conservative if elected to a second term, 18 percent predicted he'd be less conservative, 41 said he'd be about the same (and they're already mad) and 40 percent felt he'd be more conservative.

► Fifty-two percent feel Reagan's presidency has been "generally moderate" and 10 percent labeled it "generally liberal."

► Importantly, when asked how active they'd be in a Reagan re-election effort, 32 percent responded they'd be less active in 1984 than in 1980; only 20 percent said more active.

Ironically, the President furthest to the right politically than any in more than 50 years takes a terrific pasting throughout the pages of the *Conservative Digest* issue that printed the poll results. Some quotes from articles follow:

► "If Ronald Reagan really thinks he can do no more than he has done, he should step down and let somebody fresher try it."

► "These people (ultra-conservatives) are willing to stand outside the house for a long time rather than settle for a small place by the fire."

► Ultra-conservatives want something more than to just "sullenly acknowledge he's (Reagan) better than a clutch of liberal Democrats."

► ". . . For what reason, other than to keep Walter Mondale out of the White House, should we now work for the re-election of Ronald Reagan?"

► ". . . The demoralization among the Reaganites is broad, deep and probably permanent."

► "The fact is that the 1980 conservative voters for Reagan have many places they can go: They can stay home on election day; they can (work in) races other than President; or they can form a new party. . . ."

Red-Ink Reagan's $918 Billion Turn-Around

This is pretty deep economic-type stuff coming up, so concentrate hard:

It's July 1981.

The Reagan economic program is not yet—but is about to be—enacted.

Based on pre-Reagan economic trends and budget policies (put in place mostly by those—in Reagan's words—"tax and tax, spend and spend Democrats") the Congressional Budget Office forecasts an aggregate federal budget *surplus* of $212 billion in the Fiscal Years 1982-85 period.

Got it so far?

Now, here we are in 1983. The Reagan economic blueprint has been carried out—big tax cuts, mostly for corporations and the wealthy; deep slashes in human welfare programs; massive increase in defense spending.

This program was supposed to balance the budget by 1983 (Reagan's promise) even though CBO said the pre-Reagan direction would do the job.

Now, with Reagan's program in place, the CBO takes another look. It says forget about that $212 billion *surplus,* we're heading for an aggregate *deficit* of $706 billion in the 1982-85 fiscal years.

From *plus* $212 billion to *minus* $706 billion.

That's an over-all shift of $918 billion, from expected solvency to debt far deeper than any "tax and tax, spend and spend" Democrats ever managed.

And it's parked right at the front door of Red-Ink Reagan and his Administration—the leaders who swept into office with the promise of not merely lowered deficits, but *no* deficits by 1983.

Thrashing around in red ink doesn't sit well with a lot of Reagan's staunchest political buddies. Right-wingers both in and out of office—to whom balanced budgets mean more than Mom, the flag and apple pie—are furious about them, and some of the most stinging criticism of the President on budget matters comes from the right.

Nor does all that red ink make for harmony at high levels among the Administration's economic decision-makers and interpreters. Treasury Secretary Donald Regan—who used to warn the sky would fall unless the budget was put into balance—now figures annual deficits in the $200 billion range are no threat to economic recovery.

But economic adviser Martin Feldstein sees the unprecedented Reagan deficits as a guarantee of continued high interest rates, which would strangle recovery. And the two of them have been going at it hammer and tongs in the press.

AFL-CIO news

Vol. 28, No. 46
SATURDAY
NOVEMBER 19, 1983

Kirkland presses action to rebuild U.S. industry

AFL-CIO President Kirkland at industrial policy hearings with Deputy Research Director Henry Schechter, left, and Legislative Director Ray Denison.

Backs House bill to shape new strategy

By David L. Perlman

Labor is prepared to work with business and government to rebuild the nation's "dangerously eroding" industrial base and to make American goods more competitive, AFL-CIO President Lane Kirkland testified at House hearings.

"To do nothing," he warned, "will doom the United States to continued economic decline" and to recurrent recessions, each worse than its predecessor.

Kirkland called for enactment of a new industrial strategy bill that has been introduced by most of the Democratic members of the Subcommittee on Economic Stabilization, including Chairman John J. LaFalce (N.Y.).

LaFalce welcomed Kirkland's support, on behalf of "workers who have the most at stake," and announced plans to hear Administration and business witnesses when Congress returns for its second session in January. Then, he said, the panel will "proceed expeditiously" to mark up a bill for action by the full Banking, Finance & Urban Affairs Committee.

Council concept

Kirkland endorsed the concept of a Council on Industrial Competitiveness, with high-level private sector and government representation, to shape overall industrial strategy.

Especially valuable, he testified, is a provision for industry subcouncils made up of persons with an intimate knowledge of the problems.

Kirkland suggested writing into the legislation clear authority for the national council to press in other government forums the case for whatever remedial measures are needed to deal with unfair

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Drive pressed against Litton law-breaking

By Susan Dunlop

A campaign to bring Litton Industries to account for its flagrant violations of federal labor law and its corporate-wide policy of union-busting was announced by representatives of organized labor and the religious community.

President Howard D. Samuel of the AFL-CIO Industrial Union Dept. said at a Washington news conference that unions and religious organizations plan to participate in Litton's shareholders' meeting Dec. 10 in Los Angeles to focus attention on the company's record of labor law-breaking.

Samuel, who is coordinator of the National Litton Campaign, said unions have branded Litton the nation's "number one labor law violator."

He said the campaign will also work for passage of legislation to deter the company, a major defense contractor, from obtaining federal contracts as long as it persists in violating federal laws. Administrative agencies such as the National Labor Relations Board, the Environmental Protection Agency and the Occupational Safety & Health Administration also are being urged to scrutinize Litton's record, he said.

Religious support

Samuel was joined at the news conference by Msgr. George G. Higgins, former secretary for special concerns of the U.S. Catholic Conference, who is now with Catholic University in Washington, D.C.

Father Higgins, long known as a strong supporter of the right of workers to organize, told reporters that he decided to become personally involved in the Litton campaign after reviewing the record of the company's numerous violations of labor law. Litton's law-breaking activities, he said, could be called "socially immoral" and "socially destructive" because of the harm they do to workers and their communities.

A parallel press conference to announce the campaign was held in Los Angeles by IUD Sec.-Treas. Elmer Chatak, Executive Sec.-Treas. Bill Robertson of the Los Angeles County AFL-CIO, and Rev. Eugene Boutilier, executive director of the Southern California Ecumenical Council.

Samuel said the central aim of the Litton campaign is not only to stop the company's labor law violations, but also "to bring to bay a 'rogue' company which by all evidence shows it feels it is above the law."

Moral question

It's because of this question of "national morality" that the religious community is joining the campaign, Samuel said.

He said a resolution the group plans to present at the Litton meeting has been mailed to the company's stockholders. It calls on Litton's board of directors "to develop a corporate code of conduct guaranteeing the right of employees to organize and maintain unions and affirming the principles of collective bargaining in good faith."

Samuel said representatives of local unions at Litton-owned plants will meet be-

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Reagan policies cited

Bigger share of taxes shifted to individuals

By James M. Shevis

Since the Reagan Administration came to office, the tax burden has shifted even more sharply from corporations to individual taxpayers, a congressional study disclosed.

The analysis, commissioned by Reps. Don J. Pease (D-Ohio) and Byron L. Dorgan (D-N.D.), found that corporate income taxes as a percentage of total federal tax receipts fell last year to 8.1 percent from 11.5 percent in 1981 and from 28.3 percent in 1950.

In sharp contrast, the personal income tax share of total federal taxes rose in 1982 to 49 percent from 47.5 percent in 1981 and from 39.2 percent in 1950.

"If contributions for social insurance are excluded, receipts from personal taxes are 75 percent, corporate taxes 12.4 percent, and indirect taxes 12.6 percent of the total," the study pointed out.

Some corporations paid no taxes at all in 1982. And some others in the negative tax category received rebates or tax credits.

The report, which was made by the Joint Taxation Committee with the assistance of the General Accounting Office, was based on a survey of the financial reports of 213 large corporations.

Impact on revenues

The study concludes that "it appears that the decline in the effective rate of the federal corporate income tax has contributed to the reduced contribution of this tax to total federal receipts."

Pease and Dorgan said the report's findings buttress their view—long shared by the AFL-CIO—that the tax code is inequitable and that changes are needed such as imposing a minimum corporate income tax.

Federation Research Director Rudy Oswald noted that President Reagan's tax policies, adopted by Congress over the protests of the labor movement, contributed significantly to the decline of the corporate tax and the increase in the tax share for individuals.

Dorgan placed the blame for relatively low corporate tax rates on the Administration's 1981 business tax cut which, he said, "virtually wiped out the income-tax obligation for a number of industries, even though they earn substantial profits.

"Many of them are no longer paying income taxes to the federal government," he said.

Pease and Dorgan are members of the tax-writing House Ways & Means Committee. Pease has proposed a minimum tax to ensure that every firm with earnings of more than $50,000 a year pays a

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AFL-CIO launches boycott of struck Greyhound buses

The AFL-CIO called on union members and their families to observe a nationwide boycott of Greyhound Bus Lines, Inc., and urged its affiliates to "assist in every way possible" the 12,700 members of the Amalgamated Transit Union who have been on strike against the company since Nov. 3.

The federation accused Greyhound management of provoking the strike to try to destroy the union and endangering the public by recruiting inexperienced drivers from America's "army of the unemployed" to work as strikebreakers.

The boycott action was approved by the AFL-CIO Executive Council in a telephone poll that was conducted as the first strikebreaker-driven buses left with a scant handful of passengers from picket-ringed terminals.

Meanwhile, the AFL-CIO is itself helping the strike with staff and support services. At a meeting with Transit Union President John W. Rowland, strike-related assignments were taken by the federation's Departments of Organization & Field Services, Community Services and Information, and the Union Label & Service Trades Dept.

The Executive Council said Greyhound's claim that "business necessity" justified its demand for a 23-percent reduction in wages and benefits was "patently false." It cited profits exceeding $19 million last year and in the third quarter of this year, a 48-percent pay rise to one top executive to bring him up to $594,991 a year and a 22-percent raise for another company official.

A "dry run" by strikebreakers hired by Greyhound resulted in at least two serious accidents, one of them fatal.

"Public safety requires that the company cease this dangerous adventure and concentrate its energies at the bargaining

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The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

11/19/83

80% funding compromise gives new life to HRDI

The Human Resources Development Institute has reached a funding agreement with the Labor Dept. that enables HRDI to continue its nationwide job training and placement operations.

The compromise agreement, worked out by HRDI in close cooperation with AFL-CIO and congressional leaders, provides $2.8 million to support the institute's services through June 30, 1985.

The grant amounts to 80 percent of HRDI's funding level for fiscal year 1983, rather than the 25-percent level the Labor Dept. had proposed earlier.

"We are deeply gratified by the overwhelming support we received from organized labor and the Congress," HRDI Executive Director Michael M. Arnold said. "With their assistance, we avoided a drastic cutback that would have crippled our effectiveness, forcing us to close down our entire field organization and reduce our headquarters staff," he noted.

"We hope and expect to live up to the broad trust and confidence shown in us," Arnold said. "Under the new agreement, we have sufficient funding to continue a creditable level of service, and for the first time ever, we will have an extended contract term, permitting us to plan and provide a long-range assistance program."

Bipartisan backing

Broad congressional support for HRDI started after the Labor Dept. proposed a 75-percent cutback in funds. In mid-September, all 20 Democratic and four Republican members of the House Education & Labor Committee wrote Labor Sec. Raymond Donovan urging him to approve full funding for HRDI, the AFL-CIO's employment and training arm.

Other members of Congress stressed their concern about the planned reduction in letters to Donovan.

These communications were reinforced by a series of congressional directives mandating full funding for HRDI. When it became obvious that the Labor Dept. would not comply, conferees on the regular Labor Dept. appropriations bill again called for full funding for HRDI. This time they added money to the account used to support HRDI and other special national programs—an extra $5.25 million for the nine-month period through June 30, 1984, and $7 million for the program year starting July 1, 1984.

Arguing that the congressional mandate was merely advisory, not legally binding, the Labor Dept. maintained that it still had the authority to decide where the national program money goes. And it proposed to move ahead with the 75-percent cut in HRDI funding.

With Sec.-Treas. Thomas R. Donahue representing the AFL-CIO, negotiations that led to the current agreement made headway after congressional action to put teeth into the earlier directives.

Incensed at the Administration's failure to follow the clear intent of Congress, the Senate acted on Oct. 27 to give its mandate on HRDI funding the force of law.

Senate action

By voice vote, it adopted an amendment to a supplemental appropriations bill proposed by Sen. Mark O. Hatfield (R-Ore.) and cosponsored by Senators Thomas Eagleton (D-Mo.) and Lowell Weicker (R-Conn.). It stated that "the Dept. of Labor shall expend funds" as directed by the conferees. The next step was to be a Senate-House conference, but before the conference met HRDI and the Labor Dept. had reached agreement.

Mondale gets warm welcome at New Hampshire convention

Laconia, N.H.—New Hampshire AFL-CIO convention delegates gave a rousing welcome to Walter F. Mondale as he made his first appearance at an AFL-CIO state meeting following endorsement of his candidacy for president by the federation's national convention.

The New Hampshire delegates adopted a resolution unanimously endorsing Mondale's candidacy and pledging to "go all out to lead the way in the first-in-the-nation primary by assuring a strong and definite majority vote" for Mondale and Mondale delegates.

In his speech to the delegates, Mondale stressed that the nation urgently needs a comprehensive re-industrialization policy that includes the cooperation of government, labor and business to stop the erosion of jobs.

The delegates also approved a 10-cent per member per month special assessment for a period of 10 months, earmarked for voter registration, education and get-out-the-vote campaigns in the state.

The 180 delegates to the 27th State AFL-CIO convention re-elected President Harland Eaton, Sec.-Treas. Saverio Giambalvo and Executive Vice President Mark S. MacKenzie, all of whom ran without opposition.

Nine vice presidents were re-elected to the state federation's executive council and seven were elected to their first terms. The new vice presidents are Keith Cutting of the Service Employees, Edmund Desautels of the Machinists, Roger Gagnon of the Plumbers & Pipefitters, Tom Marsh of the Steelworkers, Lorraine Palmer of the Clothing & Textile Workers and Fred Ebol and Ronald Powers, both of the Carpenters.

Other resolutions adopted by the convention included calls for legislation to ease state voter registration procedures, a ban on use of lie detectors, voice stress analyzers or similar devices in the workplace, and enactment of plant closing laws.

The delegates also urged legislation to require the state to purchase American-made goods and services, and they pledged continuing resistance to efforts to repeal or weaken prevailing wage laws and to force a so-called right-to-work law on the state.

Other speakers included Operating Engineers President J. C. Turner, Gov. John Sununu (R), Rep. Norman D'Amours (D), Associate COPE Director Dick Wilson, Assistant AFL-CIO Regional Director Frank Myers and State Labor Commissioner Dennis Murphy.

Workers' comp changes sought in Massachusetts

Boston—A comprehensive program for improving the workers' compensation law was endorsed by delegates to the Massachusetts AFL-CIO convention.

The delegates urged the state legislature to establish procedures for speeding up processing of claims, require penalties for late payments, set up a system for more equitable lawyers' fees, provide cost-of-living increases in benefits for anyone not now entitled to the adjustments, and establish a better system for rehabilitation of injured workers.

President Arthur Osborn and Sec.-Treas. George E. Carpenter, Jr. were re-elected to four-year terms as top officers of the State AFL-CIO, and delegates also elected two executive vice presidents and 36 vice presidents.

The delegates also elected two executive vice presidents and 36 vice presidents.

Endorsement hailed

At the three and a half day meeting, delegates enthusiastically applauded the decision of the AFL-CIO convention to endorse Walter F. Mondale for the Democratic nomination for president.

Among 43 resolutions taken up by the convention was a measure calling for intensive studies of the effects of the use of video display terminals on workers' health and legislation to assure health care coverage for unemployed workers and their families.

Other resolutions condemned proposals to tax workers' benefits, such as health insurance, and urged continued efforts to assure that union pension funds are invested so as to benefit the interests of working people.

The delegates urged passage of strong plant-closing legislation, and they applauded achievement of one of the State AFL-CIO's key legislative goals, a right-to-know bill assuring that information on toxic and hazardous substances will be readily available to workers and members of local communities where the materials are in use.

Massachusetts Gov. Michael S. Dukakis, who addressed the convention, signed the bill into law in late October.

Postal Workers re-elect Biller, other top officers

Postal Workers President Moe Biller was re-elected to his second term in the union's triennial national mail ballot election, and Sec.-Treas. Douglas C. Holbrook was elected to his first full term.

Biller was elected by a 57 percent margin over David E. Daniel of APWU's Huntington, W.Va., local and Holbrook won by a 60 percent margin over Gerard Monzillo of APWU's West Essex, N.J., local. Holbrook has been secretary-treasurer since 1981 when he was named to complete the term of former Sec.-Treas. Chester Parrish who retired.

Executive Vice President William Burrus and Legislative Director Patrick J. Nilan were re-elected without opposition. APWU members also elected 86 other national and regional officers.

Tuition bill killed

At President Reagan's insistence, Senate Republican leaders agreed to take up a tuition tax credit proposal for parents of private school children that the Administration sees as a political asset.

But the Senate, by a bipartisan 59-38 vote, tabled and thus killed the measure. Twenty-four Republicans joined 35 Democrats in rejecting it.

American Federation of Teachers President Albert Shanker praised the Senate "for withstanding the extreme pressure" from the White House.

Shanker termed the vote "a major victory for public schools and a reaffirmation that our schools can do the job."

He charged that the Administration "seems bent on virtually eliminating public schools and turning those classrooms into a wasteland for the poor, minorities and the difficult to educate."

SEIU asks court to restore rule on cleaning costs

The Service Employees have asked the U.S. District Court for the District of Columbia for a restraining order against the government to reverse the watering down of rules that require the payment of a cleaning allowance for uniforms.

Under the Fair Labor Standards Act, when workers are required to wear uniforms needing drycleaning or laundering, employers are expected to pay the workers an allowance—currently $3.35 a week—for the time and expense incurred in keeping the uniforms clean. Since most employers provided the cleaning as a part of a laundry service, this rule was little noticed and rarely required enforcement.

In July 1981, however, the Labor Dept. notified an association of hotel and restaurant employers that the rule would be deleted with respect to so-called wash-and-wear uniforms that employees could wash at home. The change was put into effect in May 1982.

The change in the FLSA regulations was later used as a rationale to change the wage determination process under the Service Contract Act, which sets wage and benefit standards for federal contractors.

AFL-CIO Economist John Zalusky noted that the effect of both changes makes union contracts less competitive by cutting back the rights of non-union workers under the two laws.

"It undercuts union workers whose employers must bid for contracts," Zalusky added. "It operates in the same way as a cut in the minimum wage would operate on these low-wage workers."

Zalusky said deletion of the uniform cleaning allowance rule violates the Labor Dept.'s regulation controlling the FLSA and the Administrative Procedures Act in that no hearings were held or employee representatives contacted.

Machinists ratify 3-year pacts with aerospace firms

The Machinists approved new three-year agreements with the Lockheed Corp. covering some 23,000 workers in California and Georgia. A key feature of the pact is an IAM union shop provision at Lockheed's three California plants.

Elsewhere in the aerospace industry, IAM members employed by the McDonnell Douglas Corp. voted narrowly to accept a contract covering about 3,500 workers principally in Torrance and Huntington Beach, Calif. It follows the terms of an agreement negotiated last month by IAM at the Boeing Co.

Close vote

IAM leaders at McDonnell Douglas had recommended rejection of the agreement. Members ratified it by a vote of 1,277 to 1,237.

The Lockheed pact won overwhelming approval. Employees at Burbank, Palmdale, and Sunnyvale, Calif., approved the settlement by about 84 percent, while workers in Marietta, Ga., ratified by a "substantial" margin.

The contracts provide a 3-percent bonus in each of the first two years and a 3-percent pay raise in the final year.

The pact also continues cost-of-living adjustments equal to one cent for each three-tenths of a point rise in the federal government's consumer price index, and lower starting rates for new hires. Monthly pension benefits also were increased, the union reported.

Under the union shop clause, all nonmembers will be required to join the IAM within 31 days. The union shop has been an IAM contract goal at Lockheed for decades.

The McDonnell Douglas contract provides annual lump-sum bonuses equal to 3 percent of pay, wage increases ranging from 8 to 72 cents an hour for skilled workers, and continued cost-of-living adjustments for higher-paid production workers.

Quarterly adjustments

About 70 percent of the workers will get the full amount of quarterly adjustments, while most other employees will get a portion of the adjustment. The change is part of an attempt to lower salary scales for unskilled workers. Lower pay scales for new hires are also included in the agreement.

Other changes include increased insurance, health and welfare benefits, and a rise in pension benefits.

Meanwhile, the Auto Workers continued its strike against McDonnell Douglas at four locations. Some 6,600 UAW members walked off their jobs on Oct. 17 in a contract dispute over wage adjustments and benefits.

No new talks were scheduled. The last time the parties met was on Oct. 28.

The walkout has shut down McDonnell Douglas plants in Long Beach, Calif., Melbourne, Ark., and two in Tulsa, Okla.

Long distance fees

House bars FCC plan to shift phone costs

The House voted to block the Federal Communications Commission from imposing a long-distance "access charge" that the AFL-CIO protested would shift billions of dollars in telephone costs from business firms to residential users.

The FCC plan, strongly advocated by the American Telephone & Telegraph Co., would have subjected every household with a telephone to a monthly fee that would start at $2, double in two years and rise to an anticipated $10 a month by 1990.

It would have to be paid whether or not the telephone was used for long distance calls, and the AFL-CIO warned in a letter to House members that the extra burden would make phone service too expensive for many people and thus "undermine the principles of universal telephone service."

The Communications Workers and the Electrical Workers, representing telephone employees, supported the House bill, as did consumer and senior citizen organizations, the Conference of Mayors and various public interest groups.

At issue was the division of costs for telephone equipment and service following the court-ordered divestiture of AT&T in January, when 22 regional telephone companies will become independent corporate entities.

Heavy lobbying

AT&T sought to hold down costs for high-volume business users to compete more effectively with rival long distance services—by adding to the costs of residential phone service. According to Congressional Quarterly magazine, AT&T spent an estimated $4 million in a massive lobbying campaign to defeat the House bill, which was sponsored by Rep. Timothy E. Wirth (D-Colo.), chairman of a House Energy & Commerce Subcommittee on Telecommunications.

A CWA fact sheet showed that, in a sample month, nearly two-thirds of residential telephone subscribers spent less than $4 a month on long distance calls—and 17 percent made no long distance calls.

On a key 264-142 vote that largely followed party lines, the House rejected a "compromise" amendment that would have phased in the residential access charge over a longer period of time. It was backed by Republicans and by AT&T in a last-ditch effort to keep the Wirth bill from passing. But only eight Democrats voted for the substitute and 19 Republicans opposed it. The original bill, with only minor amendments, then was approved by voice vote.

It now goes to the Republican-controlled Senate, where the battle will be renewed. The Senate Commerce Committee has approved a bill that would delay the FCC's access charge plan for two years. Unless Congress completes action before then, the charges would go into effect in April 1984.

The House-passed bill also includes a union-sought provision to provide pension portability for workers shifting from employment with AT&T to employment with an operating telephone company after divestiture, or visa versa. Workers would take their accrued pension rights with them in making the job switch.

Under the House bill, the FCC's scheduled access charge of $6 a month for business telephones would remain in effect, except for small firms with only a single telephone.

Hold costs down

It would also establish a universal service fund, supported by a surcharge on long-distance calls, that would be used to minimize rate increases in high-cost rural areas and to subsidize part of the cost of telephone service for the poor and elderly.

The discount telephone service for the groups to be helped would apply to a basic service, with a limit on the number of outgoing calls and a charge for each additional call.

Also in the House-passed bill is a provision for consumer representation of residential telephone customers with the right of intervention on state and federal proceedings concerning telephone users.

Msgr. George G. Higgins outlines Litton Industries' anti-labor record.

Campaign pressed to curb Litton's assaults on unions

Continued from Page 1

fore the shareholders' meeting, and a rally outside the company's meeting will be attended by labor, religious and civic groups.

Speakers will include Samuel, Father Higgins, Machinists President William Winpisinger and Joyce Miller, president of the Coalition of Labor Union Women.

Another aspect of the campaign involves urging Litton's corporate peers to put pressure on the company to end its law-breaking and reform its policies, Samuel said.

The efforts to expose Litton's record include a film documenting the conglomerate's history of law-breaking. The production—"Breaking the Law: The Story of Litton's Illegal Corporate Activities"—points out that the company, the nation's 68th largest corporation, has been cited tions. Litton has been found guilty in over 20 of these cases by the board or the courts and has settled nearly 20 others with remedial action.

Samuel pointed out that the NLRB general counsel's office has issued a memorandum describing the pattern of labor law violations among Litton-owned companies as "sufficiently exceptional" to require examination of complaints involving Litton subsidiaries in the context of the company's overall record rather than as isolated incidents.

Litton's law-breaking record has also been cited by congressional committees considering federal contract debarment bills, Samuel noted. He said that Litton, which owns companies in a wide range of industries, currently has about $2 billion in federal government procurement contracts.

Labor organizations participating in the National Litton Campaign, besides the IUD, include the Graphic Communications International Union, Machinists, Electrical Workers, Electronic Workers, Auto Workers, Carpenters, Paperworkers, Steelworkers, the AFL-CIO Metal Trades Dept. and the unaffiliated United Electrical Workers.

Labor condemns 'wage-busting' move

The AFL-CIO accused the Reagan Administration of proposing "wage-busting" changes in the Service Contract Act that would reduce or eliminate a wide range of protections for some of the poorest workers in the nation.

The SCA, like the Davis-Bacon Act and other laws that regulate wages and conditions of employment associated with federal government procurement, specifies certain minimum conditions for workers on federal service contracts.

The act is designed to assure that workers employed under service contracts are paid the wages and fringe benefits prevailing in the area where the work is performed, but at least the federal minimum wage.

With the major final revisions in the SCA proposed by Labor Sec. Raymond J. Donovan Oct. 27, any savings to the government would come out of the pockets of the workers, AFL-CIO Economist John Zalusky observed.

"These proposed regulations, through wage competition, will result in the loss of jobs for many workers as the government moves what work it can to the lowest wage communities," Zalusky said. "And that competition will continue with workers in other communities trying to obtain government contracts.

"These new regulations are not only wage-busting, they are divisive among communities."

In announcing the final proposed revisions in the act, Donovan said they were necessary to improve the efficiency of the government contract process. He said the revisions would save an estimated $124 million annually on federal service contracts.

Contract coverage

The SCA requires contractors performing a service for the federal government to pay a locally prevailing wage to certain employees working on contracts in excess of $2,500. The government estimates there are 44,461 contracts valued at more than $10,000 each and totaling about $5.7 billion that are subject to the act.

Zalusky pointed out that the Labor Dept.'s proposals would significantly change the SCA through redefinitions of coverage and exemptions.

Some of the proposed major changes in the SCA:

- Maintenance and repair contracts covering high technology and other equipment would be exempt on the grounds that employees in these industries are "relatively highly paid due to complex merit pay systems."
- A successor contractor would be required to maintain the wages and fringe benefits provided for in a predecessor contractor's collective bargaining agreement only in situations where the locality is unchanged.

Currently, the successorship requirement applies regardless of where the predecessor's services were performed.

- A two-step procedure would be established to assure that a successful bidder on a contract pays at least the rates prevailing in the geographic location where the work is actually performed.

Goal of clarification

The revision is aimed at clarifying what the Labor Dept. described as "ambiguous terms" in the Service Contract Act, such as "prevailing" and "in the locality."

The proposed revisions, published in the Oct. 27 Federal Register, are scheduled to become final in 60 days.

In testimony two years ago before a House subcommittee on the proposed changes, AFL-CIO Sec.-Treas. Thomas R. Donahue warned that exemption of whole categories of workers from SCA coverage through the new regulations "could work a specific hardship on many workers and undermine the collective bargaining agreement" with AFL-CIO affiliates.

"The proposed exemptions would deprive service workers of the specific safeguards which the act was intended to provide," Donahue charged. The SCA, enacted in 1965, filled in the gaps left by previous labor standards laws which dealt with construction and manufacturing.

Appeals court dismisses suit against AFTRA

San Francisco—A federal appeals court dismissed an antitrust suit brought against the Television & Radio Artists and the Screen Actors by a non-union production house after the parties reached a settlement on the dispute.

Under the terms of the agreement between Tuesday Productions and AFTRA, SAG and 24 AFTRA locals, financial terms may not be disclosed, the unions said.

The 9th U.S. Circuit Court of Appeals in approving the settlement, dismissed the antitrust action "with prejudice" to end all litigation, the unions noted. This means that the company, which produces broadcast commercials, cannot sue again on the same grounds.

The terms of the agreement specify that both unions continue to have the right to instruct members not to work for producers who refuse to enter collective bargaining agreements.

Tuesday Productions sued the unions in 1980, alleging that provisions in AFTRA contracts—which have since been changed—violated antitrust laws.

The settlement of the suit was approved by the AFTRA national executive board by a vote of 80-1 with three abstentions and by the SAG board by a vote of 59-4 with two abstentions.

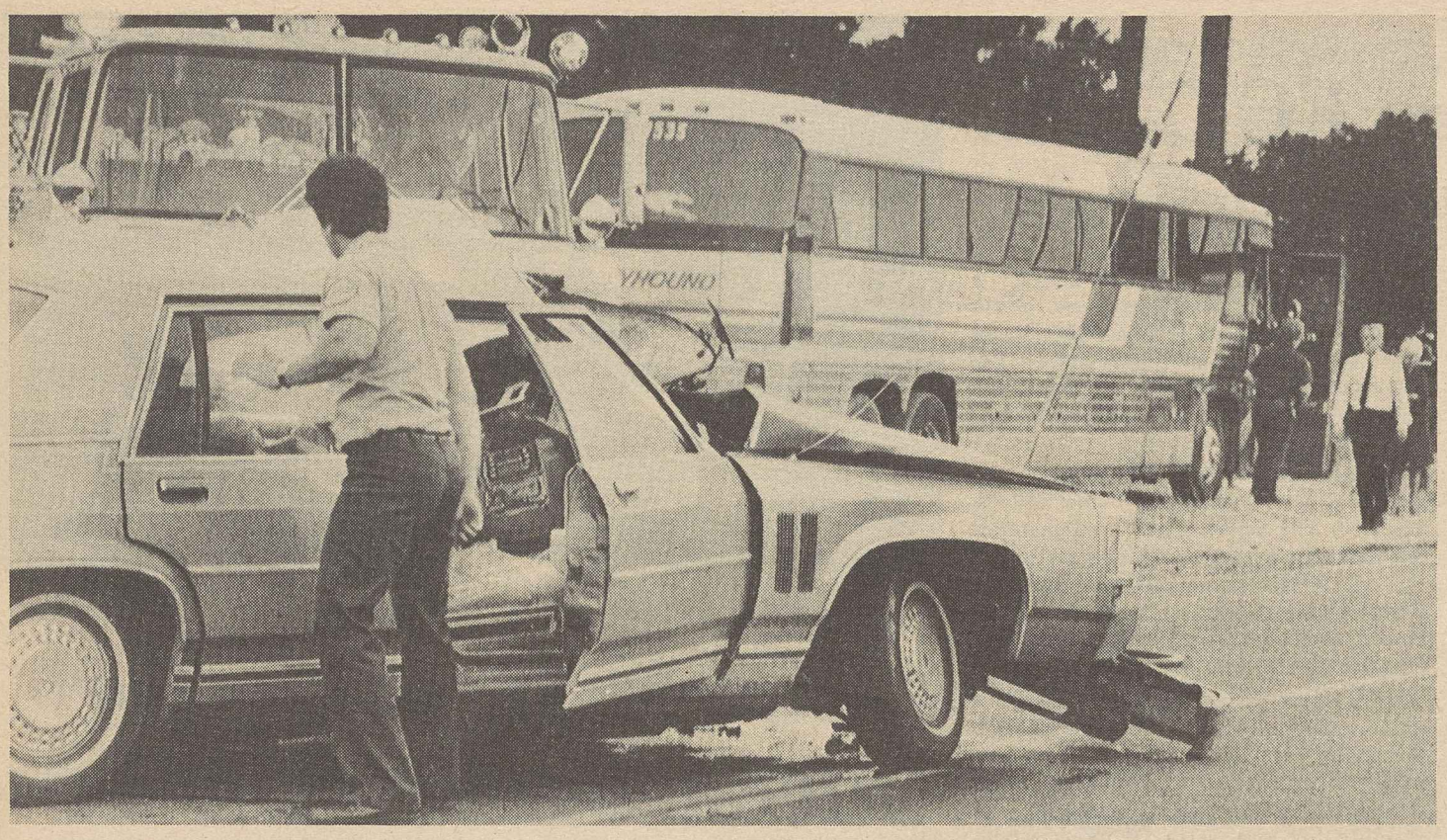
17% won at Kaiser health care units

San Francisco—Members of the Service Employees approved a new three-year agreement with administrators of the Kaiser-Permanente Medical Care Program that gives them a 17-percent increase in wages and benefits over the life of the contract.

The contract covers 7,500 health care workers in a wide variety of job classifications employed in 20 Kaiser-Permanente hospitals and clinics in northern California. The largest worker classification is that of about 1,000 licensed vocational nurses (LVNs).

The contract, ratified by a vote of 2,639 to 1,409, provides wage increases of 5.5 percent retroactive to Oct. 30 for all employees except LVNs, and 5 percent for all employees in each of the second and third years. In the first year, LVNs will receive an increase of 60 cents an hour, an amount slightly higher than the 5.5 percent raise other employees will get.

In addition to the general wage increase, SEIU Local 250 Business Rep. Francis DeMello said that wage scales for several job classifications were improved. He said the total package, including wages, classification adjustments and fringe benefits, amounted to a 6.1-percent in the first year.



Greyhound bus driven by a strikebreaker plowed into this car in Fresno, Calif., killing the motorist.

Boycott opens against struck Greyhound lines

Continued from Page 1

table," the council insisted. "American trade unionists cannot leave the driving to a company that drive its own workers to the picket line."

In Phoenix, Ariz., where the nation's largest transportation company has its headquarters, there was a quiver of movement in negotiations as a federal mediator shuttled between the two parties. But the company nevertheless went ahead with its attempt to resume partial service even though few of its drivers had caved in to Greyhound's ultimatum to return to work by Nov. 14 or be fired. At solidarity rallies across the country, thousands of strikers burned their copies of management's ultimatum.

Partial service

The company advertised in 200 Sunday newspapers half-price tickets for its partial resumption of service. But the buses were leaving virtually empty. At Greyhound's headquarters, ATU members discovered, employees were being given the day off for a bus ride to Tucson and back to portray an image of normal ridership.

Outrage over the company's use of strikebreakers spread across the nation. In Cleveland, the city council unanimously passed a resolution asking Mayor George Voinovich to prosecute Greyhound under the city's anti-strikebreaker ordinance.

ATU President Rowland wired governors in every state, top federal officials and members of Congress warning that Greyhound's intent to operate "with hastily recruited and poorly trained workers" endangers the safety "of all those who must travel on the highways during the busy holiday season."

The union had bargained beyond the Oct. 31 contract expiration date but struck in the face of a company "final offer" that included a 9.5 percent pay cut, elimination of four holidays, adding five unpaid hours to the workweek of clerical employees, higher worker payments into the company's health, welfare and pension plans, and a 50 percent reduction in meal allowances for drivers.

Strike vote

Union members had voted 98 percent to authorize a strike, and the ATU offered to continue negotiations or to submit the dispute to arbitration.

Management turned down both offers, and instead put out the help wanted sign for strikebreakers.

The AFL-CIO Executive Council statement of support urged union families "not to ride on Greyhound buses until the company agrees to an honorable settlement" that restores its employees to their jobs.

Kirkland presses for action to rebuild nation's industry

Continued from Page 1

practices by other nations. Such a watchdog role is necessary for "safeguarding the gains made through the industrial policy program," he suggested.

The congressional mandate should also direct the council to give preference to communities with high unemployment and underutilized facilities in its industrial development decisions.

Under the House bill, the council would provide policy guidance for loans and loan guarantees by a proposed National Bank for Industrial Competitiveness. The funds would be used both for modernizing older industries and assisting innovative new enterprises.

Kirkland suggested that a 30-percent limit on the bank's participation in the funding of a project might be too low. A higher level of loan guarantees could safely be provided, he proposed, since the guarantees would not require cash outlays and an insurance premium could be added to protect against defaults.

The third ingredient in the House bill is an Advanced Technology Foundation that would participate with industry in research and development projects that give hope of a scientific breakthrough in the manufacture of products.

On the overall thrust of the legislation, Kirkland welcomed the recognition that government has a role in industrial development—something that has been long accepted by the nations that have been outdistancing the United States in the world market. This country's "hands off" policy has contributed heavily to America's loss of production and jobs, he testified.

Straw man

Kirkland said foes of an industrial strategy are setting up a "straw man" to demolish when they depict the process as a mix of federal subsidies and protectionist measures "to sustain dying, inefficient industries" or as "handouts" to high-tech firms by a government trying to pick "winners."

The Japanese, he retorted, don't "pick winners" but rather make investments in targeted areas of industrial growth that make possible large-scale production, using advanced technology.

In his testimony and in response to questions, Kirkland strongly rejected the contention that America's economic problems will wither away as the nation recovers from its severe recession.

Millions of workers in basic industries haven't been helped by the "partial economic recovery," Kirkland noted.

He cited the steady rise in the unemployment rate that remains after supposed recoveries from periodic recessions, noting that joblessness was over 7 percent before it began its climb to double-digit levels. A big contributing cause to the permanent job loss, he stressed, has been "the decreasing competitive effectiveness of American industry" in world trade. The apparent indifference of American government to the loss of jobs stands in contrast to the strong support other governments have given to industrial development.

Kirkland cautioned, however, that making American industry more competitive does not envision pushing wage rates down to the level of countries that pay workers a mere one-tenth of U.S. wages for comparable work.

Wage-cutting to bring down labor costs to the level of the underdeveloped nations would be disastrous to the U.S. economy, he warned, depressing living standards "not only for workers directly affected, but also for those producing other goods and services."

Corporations paying lesser share of taxes

Continued from Page 1

federal income tax of at least 15 percent.

The study also found that there were startling differences in the effective tax rate paid by different industries. Of the 29 industries examined, the tax rate on United States income varied from 39 percent in the rubber industry to minus 17.7 percent in chemicals.

Seven of the 29 industries had effective tax rates of less than 10 percent in 1982. While the average corporation paid 16.1 percent of its U.S. earnings to the federal government, the average tax on foreign income was 55 percent.

"The tax system has become a punchboard of gimmicks," Dorgan said in releasing the study. "While some industries, such as the trucking industry, pay a fairly heavy income tax, others, such as financial institutions, including many of the largest banks, pay no U.S. income tax."

The study found the insurance industry had a negative tax rate of 6.3 percent; financial institutions, a negative 3.8 percent; aerospace, a negative six-tenths of 1 percent; telecommunications, 1.6 percent; railroads, 4.1 percent, and broadcasting, 8.9 percent. Where the rate was a negative rate, industries were either paid or owed money by the federal government.

Highest levels

At the other end of the scale, the trucking industry paid a tax rate of 36.9 percent; tobacco. 36.3 percent; wood and paper, 36.1 percent, and wholesalers, 36.1 percent.

The telecommunications industry, which had more than 10 percent of total worldwide income and a very low worldwide rate, 2.3 percent, had a significant impact on the aggregate rate, the study observed.

"This group is dominated by AT&T, which by itself has more than 10 percent of aggregate worldwide income and which has a low effective rate," the study noted. "If just this one company is excluded from the sample, the average worldwide rate for all remaining companies would increase from 29.6 percent to 32.8 percent.

Carl Studenroth dies at 68, president of Molders Union

Cincinnati—Carl W. Studenroth, president of the Molders since 1976, died at Good Samaritan Hospital here ten days after undergoing heart surgery. He was 68.

AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue said in a message to Studenroth's wife, Helen that the federation and its staff had "valued his talents and enjoyed his comradeship," adding that "thousands of working men and women have benefited from his leadership and were enriched by his friendship."

In a message to the union, Kirkland and Donahue praised Studenroth's "integrity, courage and high qualities of leadership" that "brought strength and dignity to the union he served so faithfully for many years."

Carl W. Studenroth

Studenroth, the oldest of six children, was born in Columbia, Pa. Following his graduation from high school there in 1932, he took a job that paid 17 cents an hour in a nearby silk mill, turning down a scholarship from Pennsylvania State University to work to help support his family.

His trade union career began in the early 1940s after he took a job at the Columbia Malleable Iron Co. Studenroth helped organize the shop and became the first president of Local 376 there in 1944. He also served the local as shop steward.

In 1945, Studenroth became an international representative of the union, and a year later the Molders elected him district representative for eastern Pennsylvania.

He was elected a vice president of the Molders in 1955 and was elected first vice president in 1974. Studenroth became the union's top officer in 1976 by a unanimous vote at the union's 36th convention, succeeding Anton J. Trizna, who retired.

Studenroth was re-elected by acclamation to his second four-year term as president in 1980. He had announced that he would retire in 1984.

He also was a vice president of the AFL-CIO Industrial Union and Metal Trades Departments.

In addition to his wife, Studenroth is survived by two daughters and three grandchildren. Funeral services and burial were held in Columbia, Pa., Nov. 16.

Few new jobs

Enterprise zone plan branded tax giveaway

The Administration's urban enterprise zone bill is little more than a tax-cut proposal that will weaken and distort the nation's tax laws but provide few jobs, the AFL-CIO told Congress.

"We firmly believe that such 'zones' will not lead to any additional jobs nor would they further national investment, industrialization or economic growth objectives," federation economist Arnold Cantor said in testimony before the House Ways & Means Committee.

Elements of bills introduced by Rep. Parren J. Mitchell (D-Md.) and Rep. Henry J. Nowak (D-N.Y.) contain such programs, Cantor noted, but he said the AFL-CIO also objects to "tax incentives" in those measures.

Labor's blueprint

He told the panel that labor's proposals for revitalizing the national economy, reindustrialization and responding to the needs of state and localities, adopted by the federation at its convention in October, "make up a comprehensive blueprint for economic growth and progress."

The Reagan Administration's enterprise zone bill—a plan to give businesses in certain depressed areas special breaks as incentives to create jobs—will lead to little more than "a reshuffling of existing jobs" and "destructive" competition among localities for industry, Cantor warned.

The whole idea, Cantor said, is based on the "false premise" that "relief" from taxes, regulations and other so-called government burdens on business will create a climate where industry can flourish and create jobs.

All the Administration's bill amounts to, Cantor charged, is "an array of tax reductions and other measures which directly or indirectly encourage a diminution of government revenues, programs, standards and safeguards." It is not a program to correct pressing urban problems, he said.

Cantor testified that the AFL-CIO "heartily agrees" with the idea of targeting assistance to areas where it is most needed, but such programs should be designed "to avoid the potential for inequity, waste and abuse that is inherent in most tax 'incentives.'"

The Administration's bill, he pointed out, would permit employers in enterprise zones to take a 10-percent, non-refundable tax credit if their payroll exceeds that of the year prior to zone designation, plus a 50-percent income tax credit for wages paid to "disadvantaged" employees in the zone. Employees in the zone would get a 5-percent, non-refundable tax credit on wages earned in the zone. Taxes on capital gains would be completely eliminated, and additional investment tax credits would be permitted for machinery, equipment and structures in the zone.

Cantor, who is assistant director of the federation's Dept. of Economic Research, outlined for the committee a sizable list of "inequities and flaws" in the proposals.

Limiting the benefits to firms within the zones could lead to "incentives for shutdowns and relocations," he said.

The companies that gain the most would be profitable firms that can take full advantage of the cuts to reduce their tax liabilities, Cantor noted.

Elimination of the capital gains tax, while doing nothing to help on-going concerns, could be an incentive for other companies to sell-out and close up, he said.

Little benefit

Cantor emphasized that the tax credit to individuals would be of the least benefit to low-income workers. And it would be denied to people in the same neighborhood whose jobs are outside the zone.

Parts of the bill calling for "regulatory flexibility" are "vague and loaded with potential for confusion, manipulation and possible undermining of programs, standards and protections," he charged.

States and cities would also be pressured to roll back zoning laws, building codes, permit requirements, usury laws and related measures, he warned.

The bill's provisions dealing with regulations and worker protections are "fundamentally unsound," Cantor declared. While they would prohibit tampering with regulations that protect workers from discrimination on account of race, sex or age, they deal much more loosely with regulations that prohibit discrimination based on union activity, or outlaw child labor.

A business wish list

In another example of posting foxes as henhouse sentries, President Reagan is using a privately funded group of 161 high-paid executives headed by J. Peter Grace to ferret out corporate objections to federal laws and the workings of various government departments and recommend how best to alleviate these burdens on employers.

In one of the group's first task force reports, the executives calculated that the government could save about $11.65 billion over three years if Congress would only repeal the three federal wage standard laws—the Davis-Bacon Act covering federally financed construction contracts, the Walsh-Healey Act covering materials produced for or furnished to the government, and the Service Contract Act that protects workers providing contracted services to the government.

The savings in effect would come through lower wages for workers employed by cut-throat contractors.

The task force recommended a series of fallback positions to gut worker protections administratively if the laws aren't repealed.

In calling for repeal of the laws, the task force said the acts have outlived their usefulness to small employers and add to paperwork. It said repeal would allow "marketplace" forces to determine wage levels.

Chairman of the task force was John Tysse, assistant executive director of the U.S. Chamber of Commerce.

Georgia delegates bolster political action programs

Atlanta — Georgia labor moved to increase its legislative effectiveness by voting a $1 voluntary political action fund contribution and by offering lobbying and political action seminars for delegates to the State AFL-CIO's 27th annual convention.

Strong support was given the call for a one-time contribution of $1 per member to the state federation's political education effort for Presidential candidate Walter F. Mondale.

Clement Dowler, AFL-CIO Region V COPE director, explained the state's Democratic convention delegate-selection process and stressed the importance of the state caucus next Jan. 28, and the open primary on Mar. 14.

Frances H. Kenin, assistant research director for AFL-CIO COPE, detailed the use of voter registration lists and how to recruit town or ward coordinators.

John Schmidman, director of the labor studies program at Georgia State University, explained in a lobbying workshop how best to address legislators, concentrating on various factors in communications.

In an arbitration workshop, India Johnson, regional director of the American Arbitration Association, told delegates of the importance of doing a complete job in handling members' grievances.

State federation President Herbert H. Mabry outlined legislative goals placing a high priority on getting voter registration by political party so as to prevent the state's Republicans from voting heavily for the weakest Democratic candidate.

Community service

Jean Savoy, AFL-CIO Community Services liaison representative for United Way in the Southeast, explained how local union participation in community services programs helps improve labor's image and also serves as a leadership training program for union members.

A communications workshop, led by Susan Millen, editor of The Journal of Labor, and Janet Coffman, media specialist with the AFL-CIO Industrial Union Dept., focused on the need to establish a communications committee in each local and on production of local newsletters.

Delegates urged a revision of the state's income tax structure to increase state government revenues with a "significant" portion targeted for improving teacher salaries and working conditions.

Five local unions were signed up with the AFL-CIO/Red Cross Coastline Disaster Project. Chuck Thompson, AFL-CIO Community Services liaison representative for the Red Cross, reported signing Boilermakers Local 26, Ironworkers Local 709 and Carpenters Local 256 of Savannah and Plumbers Local 177 and Carpenters Local 865 of Brunswick.

Wage settlements starting to pick up

Wage gains in major collective bargaining contracts — those covering 1,000 or more workers—have accelerated in recent months, but are still considerably below previous rounds of bargaining, the Bureau of Labor Statistics reported.

In the third quarter, BLS said, wage settlements averaged 3.6 percent in the first year of the contract, up from a 2.7-percent advance in the second quarter. In the January-March period, when a larger proportion of workers covered under major pacts took pay cuts or no increases, first-year wages declined by an average of 1.2 percent, the first quarterly drop in wage adjustments since BLS began keeping the series in 1968.

Despite this pattern of acceleration over the course of the year, first-year wage increases under major contracts negotiated in the first nine months of 1983 averaged a slim 1.7 percent, the government reported. Concessions in contracts concluded early in the year still dominate the 1983 statistics, BLS said.

Lowest increases

Over the life of contracts negotiated during the January-September period, wage increases averaged 2.8 percent annually, the lowest average for any three-quarter period in the 15-year history of the survey.

The last time the same parties bargained, which BLS said was two to three years ago in most cases, average wage adjustments were 9.1 percent in the first year of the contracts and 7.3 percent a year over the life of the agreements.

"January-September 1983 averages were low because about one-fifth of the 1.9-million workers covered by the settlements took wage cuts, and another one-fifth received no specified wage change over the duration of their contracts," BLS observed. "The remaining workers will receive wage increases over the life of their contracts."

Manufacturing rebound

Based on just third-quarter data, the manufacturing sector—hardest hit by the Reagan Recession—was the one showing the strongest rebound in first-year wage gains, BLS said. In manufacturing, BLS reported that first-year wage adjustments moved from a decline of 3.4 percent in the first quarter of 1983 to increases of 1.3 percent in the second and 3.8 percent in the third.

Average annual wage gains over the life of the contracts also have shown larger gains over the course of the year, BLS reported. The all-industries average increase was 2.2 percent in the first quarter, 2.8 percent in the second, and 3.6 percent in the third.

Changes in total compensation—wages and fringe benefits—also are measured by BLS for contracts covering 5,000 workers or more in all industries. In the first nine months of this year, compensation rose by an average of 2.1 percent in the first contract year and 3 percent annually over the life of the contracts.

About 936,000 of the 1.9 million workers covered by settlements reached in the first nine months of 1983 will receive wage boosts averaging 6.1 percent during the first contract year, BLS said. Another 243,000 workers will have decreases or no change in wages in the first contract year, but will receive later increases. Thus, about 62 percent of the workers covered by January-September settlements will receive wage increases before their contracts expire, BLS said.

Data for the first nine months of the year also show that some 395,000 workers—mostly in the steel and construction industries—sustained wage cuts averaging 6.4 percent in the first contract year. Nine-tenths of these workers will have wages reduced by an average of 1.1 percent annually over the life of the contracts, while the remainder will have cuts fully restored by subsequent wage hikes, BLS said.

Cost of living

During the January-September period, about 2.3 million workers had cost-of-living adjustments averaging 1.3 percent, the government reported. About 85 percent of these workers received increases averaging 1.6 percent, while the rest had COL pay cuts during the period.

In the current, October-December, quarter, 108 major agreements covering 400,000 workers are due to expire or may be reopened for wage negotiations, BLS reported. These agreements include 96,000 workers in the aerospace industry.

Also, BLS said that at least 128 pacts covering 1 million workers expired before Oct. 1, but new contracts had not been reached or ratified by the end of September. Over half of these workers are covered by the American Telephone & Telegraph contracts ratified in October.

Texas victories spur nursing home campaign

Beaumont, Tex. — Employees at two nursing homes owned by Beverly Enterprises, Inc. voted by wide margins to be represented by the Service Employees.

In separate elections the workers voted 28 to 1 and 22 to 12 to join SEIU. The nursing homes are two of 130 Beverly facilities in Texas targeted for organizing as part of a joint nationwide campaign by SEIU and the Food & Commercial Workers.

The SEIU was assisted in the Beaumont campaigns by the AFL-CIO's Houston Organizing Project. HOP is also working with the union on organizing at some 15 Beverly Enterprises facilities in the greater Houston area.

SEIU Organizer Stuart Acuff said the victories at the two homes here show that Beverly employees are looking for respect and dignity they don't get on the job, and are concerned about staffing problems and the resulting level of patient care.

Rollcall on Equal Rights Amendment

The House voted 278-147 for a labor-supported Equal Rights Amendment to the Constitution but the majority was six votes short of the two-thirds needed for passage.

On the Nov. 15 rollcall, right votes (R) for a constitutional ban on sex discrimination were cast by 225 Democrats and 53 Republicans. Voting wrong (W) were 38 Democrats and 109 Republicans.

Numerals show congressional districts. PR—Paired right; PW—paired wrong; A—absent and not paired.

ALABAMA
1. Edwards (R) W
2. Dickinson (R) W
3. Nichols (D) W
4. Bevill (D) R
5. Flippo (D) R
6. Erdreich (D) R
7. Shelby (D) W

ALASKA
AL Young (R) R

ARIZONA
1. McCain (R) W
2. Udall (D) R
3. Stump (R) W
4. Rudd (R) W
5. McNulty (D) R

ARKANSAS
1. Alexander (D) R
2. Bethune (R) W
3. Hammerschmidt (R) W
4. Anthony (D) A

CALIFORNIA
1. Bosco (D) R
2. Chappie (R) R
3. Matsui (D) R
4. Fazio (D) R
5. Burton (D) R
6. Boxer (D) R
7. Miller (D) R
8. Dellums (D) R
9. Stark (D) R
10. Edwards (D) R
11. Lantos (D) R
12. Zschau (R) R
13. Mineta (D) R
14. Shumway (R) W
15. Coelho (D) R
16. Panetta (D) R
17. Pashayan (R) W
18. Lehman (D) R
19. Lagomarsino (R) W
20. Thomas (R) R
21. Fiedler (R) R
22. Moorhead (R) W
23. Beilenson (D) R
24. Waxman (D) R
25. Roybal (D) R
26. Berman (D) R
27. Levine (D) R
28. Dixon (D) R
29. Hawkins (D) R
30. Martinez (D) R
31. Dymally (D) R
32. Anderson (D) R
33. Dreier (R) W
34. Torres (D) R
35. Lewis (R) A
36. Brown (D) R
37. McCandless (R) W
38. Patterson (D) R
39. Dannemeyer (R) W
40. Badham (R) W
41. Lowery (R) W
42. Lungren (R) W
43. Packard (R) W
44. Bates (D) R
45. Hunter (R) W

COLORADO
1. Schroeder (D) R
2. Wirth (D) R
3. Kogovsek (D) R
4. Brown (R) R
5. Kramer (R) W
6. Schaefer (R) W

CONNECTICUT
1. Kennelly (D) R
2. Gejdenson (D) R
3. Morrison (D) R
4. McKinney (R) R
5. Ratchford (D) R
6. Johnson (R) R

DELAWARE
AL Carper (D) R

FLORIDA
1. Hutto (D) W
2. Fuqua (D) W
3. Bennett (D) W
4. Chappell (D) W
5. McCollum (R) W
6. MacKay (D) R
7. Gibbons (D) R
8. Young (R) W
9. Bilirakis (R) W
10. Ireland (D) W
11. Nelson (D) R
12. Lewis (R) R
13. Mack (R) R
14. Mica (D) R
15. Shaw (R) W
16. Smith (D) R
17. Lehman (D) R
18. Pepper (D) R
19. Fascell (D) R

GEORGIA
1. Thomas (D) W
2. Hatcher (D) R
3. Ray (D) W
4. Levitas (D) R
5. Fowler (D) R
6. Gingrich (R) W
7. Darden (D) R
8. Rowland (D) W
9. Jenkins (D) A
10. Barnard (D) W

HAWAII
1. Heftel (D) R
2. Akaka (D) R

IDAHO
1. Craig (R) W
2. Hansen (R) W

ILLINOIS
1. Hayes (D) R
2. Savage (D) R
3. Russo (D) W
4. O'Brien (R) R
5. Lipinski (D) W
6. Hyde (R) W
7. Collins (D) R
8. Rostenkowski (D) R
9. Yates (D) R
10. Porter (R) R
11. Annunzio (D) R
12. Crane, Philip (R) W
13. Erlenborn (R) W
14. Corcoran (R) W
15. Madigan (R) W
16. Martin (R) R
17. Evans (D) R
18. Michel (R) W
19. Crane, Dan (R) W
20. Durbin (D) R
21. Price (D) R
22. Simon (D) R

INDIANA
1. Hall (D) R
2. Sharp (D) R
3. Hiler (R) W
4. Coats (R) W
5. Hillis (R) W
6. Burton (R) W
7. Myers (R) W
8. McCloskey (D) R
9. Hamilton (D) R
10. Jacobs (D) R

IOWA
1. Leach (R) R
2. Tauke (R) W
3. Evans (R) R
4. Smith (D) R
5. Harkin (D) R
6. Bedell (D) W

KANSAS
1. Roberts (R) W
2. Slattery (D) R
3. Winn (R) W
4. Glickman (D) R
5. Whittaker (R) W

KENTUCKY
1. Hubbard (D) W
2. Natcher (D) R
3. Mazzoli (D) W
4. Snyder (R) W
5. Rogers (R) W
6. Hopkins (R) R
7. Perkins (D) R

LOUISIANA
1. Livingston (R) W
2. Boggs (D) R
3. Tauzin (D) R
4. Roemer (D) W
5. Huckaby (D) R
6. Moore (R) W
7. Breaux (D) R
8. Long (D) R

MAINE
1. McKernan (R) R
2. Snowe (R) R

MARYLAND
1. Dyson (D) R
2. Long (D) R
3. Mikulski (D) R
4. Holt (R) R
5. Hoyer (D) R
6. Byron (D) R
7. Mitchell (D) R
8. Barnes (D) R

MASSACHUSETTS
1. Conte (R) R
2. Boland (D) R
3. Early (D) R
4. Frank (D) R
5. Shannon (D) R
6. Mavroules (D) R
7. Markey (D) R
8. O'Neill (D) Speaker
9. Moakley (D) R
10. Studds (D) R
11. Donnelly (D) R

MICHIGAN
1. Conyers (D) R
2. Pursell (R) R
3. Wolpe (D) R
4. Siljander (R) W
5. Sawyer (R) A
6. Carr (D) R
7. Kildee (D) R
8. Traxler (D) R
9. Vander Jagt (R) W
10. Albosta (D) R
11. Davis (R) W
12. Bonior (D) R
13. Crockett (D) R
14. Hertel (D) R
15. Ford (D) R
16. Dingell (D) R
17. Levin (D) R
18. Broomfield (R) W

MINNESOTA
1. Penny (D) R
2. Weber (R) W
3. Frenzel (R) R
4. Vento (D) R
5. Sabo (D) R
6. Sikorski (D) R
7. Stangeland (R) W
8. Oberstar (D) R

MISSISSIPPI
1. Whitten (D) R
2. Franklin (R) W
3. Montgomery (D) W
4. Dowdy (D) R
5. Lott (R) W

MISSOURI
1. Clay (D) R
2. Young (D) W
3. Gephardt (D) R
4. Skelton (D) W
5. Wheat (D) R
6. Coleman (R) W
7. Taylor (R) W
8. Emerson (R) W
9. Volkmer (D) R

MONTANA
1. Williams (D) R
2. Marlenee (R) W

NEBRASKA
1. Bereuter (R) R
2. Daub (R) R
3. Smith (R) R

NEVADA
1. Reid (D) W
2. Vucanovich (R) W

NEW HAMPSHIRE
1. D'Amours (D) R
2. Gregg (R) R

NEW JERSEY
1. Florio (D) R
2. Hughes (D) R
3. Howard (D) R
4. Smith (R) W
5. Roukema (R) R
6. Dwyer (D) R
7. Rinaldo (R) R
8. Roe (D) R
9. Torricelli (D) R
10. Rodino (D) R
11. Minish (D) R
12. Courter (R) R
13. Forsythe (R) W
14. Guarini (D) R

NEW MEXICO
1. Lujan (R) R
2. Skeen (R) W
3. Richardson (D) R

NEW YORK
1. Carney (R) W
2. Downey (D) R
3. Mrazek (D) R
4. Lent (R) A
5. McGrath (R) W
6. Addabbo (D) R
7. Ackerman (D) R
8. Scheuer (D) R
9. Ferraro (D) R
10. Schumer (D) R
11. Towns (D) R
12. Owens (D) R
13. Solarz (D) R
14. Molinari (R) A
15. Green (R) R
16. Rangel (D) R
17. Weiss (D) R
18. Garcia (D) PR
19. Biaggi (D) R
20. Ottinger (D) R
21. Fish (R) W
22. Gilman (R) R
23. Stratton (D) R
24. Solomon (R) W
25. Boehlert (R) R
26. Martin (R) W
27. Wortley (R) R
28. McHugh (D) R
29. Horton (R) R
30. Conable (R) R
31. Kemp (R) W
32. LaFalce (D) R
33. Nowak (D) W
34. Lundine (D) R

NORTH CAROLINA
1. Jones (D) R
2. Valentine (D) W
3. Whitley (D) R
4. Andrews (D) R
5. Neal (D) R
6. Britt (D) R
7. Rose (D) R
8. Hefner (D) R
9. Martin (R) W
10. Broyhill (R) W
11. Clarke (D) R

NORTH DAKOTA
AL Dorgan (D) R

OHIO
1. Luken (D) W
2. Gradison (R) R
3. Hall (D) R
4. Oxley (R) W
5. Latta (R) W
6. McEwen (R) W
7. DeWine (R) W
8. Kindness (R) W
9. Kaptur (D) R
10. Miller (R) W
11. Eckart (D) R
12. Kasich (R) W
13. Pease (D) R
14. Seiberling (D) R
15. Wylie (R) W
16. Regula (R) R
17. Williams (R) R
18. Applegate (D) R
19. Feighan (D) R
20. Oakar (D) R
21. Stokes (D) R

OKLAHOMA
1. Jones (D) R
2. Synar (D) R
3. Watkins (D) R
4. McCurdy (D) R
5. Edwards (R) W
6. English (D) R

OREGON
1. AuCoin (D) R
2. Smith (R) W
3. Wyden (D) R
4. Weaver (D) R
5. Smith, Denny (R) W

PENNSYLVANIA
1. Foglietta (D) R
2. Gray (D) R
3. Borski (D) R
4. Kolter (D) R
5. Schulze (R) W
6. Yatron (D) W
7. Edgar (D) R
8. Kostmayer (D) R
9. Shuster (R) W
10. McDade (R) W
11. Harrison (D) R
12. Murtha (D) W
13. Coughlin (R) R
14. Coyne, William (D) R
15. Ritter (R) W
16. Walker (R) W
17. Gekas (R) R
18. Walgren (D) R
19. Goodling (R) R
20. Gaydos (D) W
21. Ridge (R) R
22. Murphy (D) R
23. Clinger (R) R

RHODE ISLAND
1. St Germain (D) W
2. Schneider (R) R

SOUTH CAROLINA
1. Hartnett (R) W
2. Spence (R) W
3. Derrick (D) R
4. Campbell (R) W
5. Spratt (D) R
6. Tallon (D) R

SOUTH DAKOTA
AL Daschle (D) R

TENNESSEE
1. Quillen (R) W
2. Duncan (R) W
3. Lloyd (D) W
4. Cooper (D) W
5. Boner (D) R
6. Gore (D) R
7. Sundquist (R) W
8. Jones (D) W
9. Ford (D) R

TEXAS
1. Hall, Sam (D) W
2. Wilson (D) R
3. Bartlett (R) W
4. Hall, Ralph (D) R
5. Bryant (D) R
6. Gramm (R) W
7. Archer (R) W
8. Fields (R) W
9. Brooks (D) R
10. Pickle (D) R
11. Leath (D) W
12. Wright (D) R
13. Hightower (D) PW
14. Patman (D) R
15. de la Garza (D) R
16. Coleman (D) R
17. Stenholm (D) W
18. Leland (D) R
19. Hance (D) PR
20. Gonzalez (D) R
21. Loeffler (R) W
22. Paul (R) A
23. Kazen (D) W
24. Frost (D) R
25. Andrews (D) R
26. Vandergriff (D) W
27. Ortiz (D) R

UTAH
1. Hansen (R) W
2. Marriott (R) W
3. Nielson (R) W

VERMONT
AL Jeffords (R) R

VIRGINIA
1. Bateman (R) W
2. Whitehurst (R) R
3. Bliley (R) W
4. Sisisky (D) R
5. Daniel (D) W
6. Olin (D) R
7. Robinson (R) W
8. Parris (R) R
9. Boucher (D) R
10. Wolf (R) W

WASHINGTON
1. Pritchard (R) R
2. Swift (D) R
3. Bonker (D) R
4. Morrison (R) R
5. Foley (D) R
6. Dicks (D) R
7. Lowry (D) R
8. Chandler (R) R

WEST VIRGINIA
1. Mollohan (D) W
2. Staggers (D) R
3. Wise (D) R
4. Rahall (D) R

WISCONSIN
1. Aspin (D) R
2. Kastenmeier (D) R
3. Gunderson (R) R
4. Zablocki (D) R
5. Moody (D) R
6. Petri (R) R
7. Obey (D) R
8. Roth (R) W
9. Sensenbrenner (R) W

WYOMING
AL Cheney (R) W

EDITORIALS

Money Talks

IT'S NOT EVERY DAY that the big multinational oil companies get rebuked for not throwing their weight around sufficiently on Capitol Hill.

That, truly, was the message that Sen. J. Bennett Johnston brought to the American Petroleum Institute convention in New York a few days back. What the Louisiana senator said would be X-rated by the ethical standards of yesteryear, but it raised only a few eyebrows in an era when corporate political action committees have become the chief source of campaign funds.

Johnston told the oil industry executives—accurately as it turned out—that Congress wasn't about to pass a bill decontrolling natural gas prices. And the Louisiana senator went on to say with somewhat startling bluntness that the executives have only themselves to blame.

The oil industry's political action committees are a "joke," he complained with some indignation. Why the biggest companies—the so-called Seven Sisters of international oil—had come up with only $432,768 in campaign contributions for congressional candidates during the 1981-82 election cycle. That was even less than the political money raised by such groups as the Alabama Farm Bureau or the Texas Medical Association, he noted.

"Big Oil is neither powerful nor smart when it comes to lobbying," Johnston is quoted in the New York Times. They just "don't use their resources."

FOR A DIFFERENT point of view, turn the clock back to the year 1956. Sen. Francis Case, a conservative Republican from South Dakota is inclined to vote for a bill to exempt natural gas producers from federal publc utility regulation. But he is deeply shocked when an oil company lobbyist "with an interest in the bill" tries to give him a $2,500 campaign contribution.

Indignantly, Case refused the contribution, reported the incident to the full Senate and voted against the decontrol bill. It passed nevertheless, but President Eisenhower killed it with a stinging veto message declaring that the industry's lobbying tactics were so "arrogant" as to raise doubts "concerning the integrity of governmental processes."

If standards of political morality have come such a full circle over the past 25 years, surely it is time to give serious consideration to public funding of congressional campaigns. That's certainly preferable to the purchase of "access" to senators and representatives by the highest bidders.

Where the Wages Go

WAGE CUTS will not restore America's industrial strength, nor will lower wages spur this nation's slow climb out of recession.

There have been instances when unions, convinced that an employer's survival was at stake, have accepted reduced wages as their share of the sacrifices needed from all who are involved in the enterprise—including those in the executive suite. When conditions improve, workers rightly expect to share in the comeback.

But as Lane Kirkland made clear in his testimony on industrial policy legislation, it is folly to consider bringing U.S. pay scales down to the pennies-an-hour level of the lowest-wage countries in order to make U.S. goods competitive.

The United States is the world's largest market and by far the chief customer for goods produced in this country precisely because its workers can afford to buy the products they produce.

Surely we learned in the Great Depression that wage cuts feed on wage cuts and that economic recovery requires not just employment but restoration of lost buying power.

As for the employers who see the still huge unemployment lines as a lever to force wage concessions from workers with jobs, they are playing a dangerous game of Russian roulette.

If they were ever to win, they and the nation would be the eventual losers.

That's really selling America short.

'I'll Do the Talking!'

Washington Window

Trail of devastated lives traced to labor act delays

By Press Associates, Inc.

Hard times have befallen a group of proud people in a town in northwest Iowa because of a breakdown in federal labor law.

In October 1977, the Spencer Foods meatpacking plant in Spencer, Iowa, closed when the company and Local 152 of the Food & Commercial Workers could not agree on a new contract.

The union had represented the workers at Spencer since the plant opened in 1952. All 418 production employees were UFCW members even though Iowa is a right-to-work state.

The union offered to continue working without a contract, but the plant remained closed during 1978 for some remodeling. When the company reopened non-union, the former employees applied for work, but virtually none was hired.

In May 1979, after new workers were hired, the local filed unfair labor practice charges with the National Labor Relations Board. The NLRB process got under way, with the company stalling, but the union's position was upheld at every level.

As Leo Wigen, vice president of Local 152, told a congressional oversight hearing on the NLRB in early November, "So far, we have won at every stage but we are still out of work, four and one-half years after the plant reopened."

Deep roots

Wigen told the House subcommittee that he and his wife were lifetime residents of Spencer, adding: "Our grandparents emigrated to Iowa from Norway and homesteaded there." He went on to relate what has happened in Spencer:

"As the reality of continued unemployment set in and the realization that years would go by before anything happened, our anger has turned to frustration, apathy and depression. Right now, I would say that most of our workers are questioning whether our system of justice works.

"When the unemployment compensation ran out, many people went on welfare. Even today, many of our workers are still on welfare.

"Our people were so desperate for work that they would take any job. I know two of our older workers, ages 60 and 52, who each had around 25 years of seniority at the plant, who got jobs doing temporary construction work which they were not physically able to do. Both of them were killed in on-the-job accidents.

Union officer

"Our union president, Chris Lauritsen, could not get work anywhere. He and his family lived on four acres outside of town, an acreage which was in their family for generations. He lost his property when he couldn't make the payments.

"His children moved in with their grandparents. He and his wife Cheryl, who had also been employed at the plant and who was not rehired, became vagabonds, living out of a car, getting odd jobs here and there. I visited Chris Lauritsen over the weekend at the VA hospital where he is hospitalized with heart problems which his doctor says were brought on by stress. His wife, Cheryl, works three different part-time jobs.

"Eight of my personal friends have lost their homes and I know that others have had their mortgages foreclosed.

"One of the most troubling things is that we have had so many divorces. Since so many have been out of work, I can count at least 25 people who have divorced."

The end of the case is nowhere in sight. The Land O'Lakes food co-op of Minneapolis, which took over the Spencer plant to run it non-union, faces a backpay liability upward of $20 million. Whichever side loses will appeal in court.

The only real solution is labor law reform which must await a new Administration and more allies in Congress.

AFL-CIO news

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VOL. 28, NO. 46 SATURDAY, NOVEMBER 19, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
American Federation of Labor and Congress of Industrial Organizations

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Pile of union aid

At a penny an hour, 1,600 members of three Electrical Workers locals in the St. Louis area donated $33,000 in one year to help elderly, disabled and the poor pay their electric bills. The checkoff donations, negotiated in the IBEW contract with Union Electric Co., are administered by United Way. More than 3¼ million pennies were piled up to illustrate the size of the contributions from IBEW Local 1439 in St. Louis, Local 309 in Collinsville, Ill., and Local 649 in Alton, Ill. Adding to the mound are IBEW local officials, from left, Eugene McMahon, Gary Kincaid, Patrick Cook and Thomas Kraus.

Mixed economic signs reflect uncertain path of recovery

While the nation's economy continued to reflect an upturn from the Reagan Recession, there still were uncertainties as to the strength and duration of the recovery.

Declines in joblessness occurred in 44 states and the District of Columbia in September, the Labor Dept. reported, but four large, highly industrialized states posted increases in their unemployment rates.

Factory capacity utilization rates edged up in October, the Federal Reserve System said, yet—despite a six-tenths of 1 percent gain for manufacturing — auto plants slipped to an operating rate of 77.6 percent of capacity from September's 80.5-percent rate.

In other government reports, the Commerce Dept. said that construction spending declined eight-tenths of 1 percent in September after rising during the five previous months. Public construction spending decreased 5.2 percent in September to a seasonally adjusted $51-billion annual rate, and was down 3.6 percent from a year ago. Residential construction fell 1.5 percent in September.

American factory production rose eight-tenths of 1 percent in October, the 11th consecutive monthly gain, but the increase was one of the smallest since the recession ended. Production of consumer goods rose three-tenths of 1 percent last month after rising 1.1 percent in September, the Federal Reserve Board said.

Auto-making decline

The slower rise in consumer goods production was due in large part to a drop in auto production, which fell an adjusted 3.7 percent as a result of parts shortages at some General Motors Corp. plants during the month.

Meanwhile, producer prices of finished goods rose a moderate three-tenths of 1 percent in October, about the same increase as in the two previous months. The increase in intermediate, or semi-finished, goods was about half that of the month before, while crude goods prices fell by two-tenths of 1 percent.

New claims for state unemployment benefits jumped by 16,000 to 419,000 in the week ended Nov. 5, the highest level since mid-August, the Labor Dept. reported.

And for the week ended Oct. 29, the government said that 2,917,000 persons were collecting jobless benefits, an increase of 137,000 from a week earlier.

The four states showing an increase in unemployment during September are Massachusetts, up from 6 percent to 7 percent; New York, up from 8.2 percent to 8.3 percent; Ohio, up from 10.8 percent to 11.1 percent, and Texas, up from 7.6 percent to 8.6 percent.

West Virginia retained its position as the state with the highest percentage of joblessness, with an unadjusted 15.1 percent rate, followed by Michigan at 12.3 percent and Alabama at 12.2 percent.

Laredo, Tex., with a 26.5 percent rate, and McAllen-Pharr-Edinburg, Tex., at 25.2 percent, had the highest unemployment among metropolitan areas.

New Hampshire had the lowest rate for a state at 3.6 percent, followed closely by North Dakota at 3.7 percent. Nashua, N.H., at 3 percent, had the lowest rate among metropolitan areas.

Senate rebuffs efforts of Administration for natural gas decontrol

The Senate decisively rejected President Reagan's call to end price controls on natural gas, heeding warnings by labor and consumer groups that decontrol would touch off a new spurt in home heating costs. The vote was 67-28.

In a letter to senators, AFL-CIO Legislative Director Ray Denison noted that residential gas bills rose an average of 25 percent last winter under partial decontrol and that another 10 percent rise is anticipated for this heating season.

In an earlier 71-26 vote, however, the Senate rejected a labor-supported alternative that would have rolled back natural gas prices to last year's levels, continued ceilings on "old" gas from wells discovered before 1978, and postponed decontrol of "new" gas.

Consensus lacking

With no sign of a majority consensus for a new decontrol formula, the Senate put aside the issue and sought to clear away other legislative impediments to adjournment of this session of Congress.

One accomplishment was passage of a compromise bill reshaping the Civil Rights Commission, resolving an impasse brought on by President Reagan's firing of three commissioners and appointments of substitutes. The House, too, speedily approved the measure.

The firings were blocked by a federal district court order which the Administration is appealing. The compromise will restructure the present six-member body which is charged with investigating and reporting on civil rights problems.

The new commission would have four members appointed by the President, two by the House and two by the Senate, for six-year terms that initially would be staggered. There are no fixed terms for members of the present commission, leading to controversy over the President's power to replace members at will.

The understanding in the behind-the-scenes negotiations that led to the compromise was that two of the three members dismissed by Reagan would be reappointed as Democratic members under congressional sponsorship, and that two moderate Republicans who have been critical of some Reagan Administration policies also would be retained.

Many of the end-of-the-session legislative actions were linked to funding bills for government agencies, which often include policy directives. Some of the action taken included:

- A prohibition against putting into effect new pay and layoff rules affecting federal employees that had been announced by the Office of Personnel Management but sharply challenged by the Government Employees. AFGE said the unilateral change in work rules would create new inequities and be an "administrative nightmare."
- A union-opposed ban on health insurance coverage for federal workers that includes payments for abortions, except when the mother's life is in danger. Federal workers are under a contributory health insurance system and have a choice of plans in which the government as an employer pays part of the cost.
- Non-profit publications, including labor papers, were protected against a new jump in postage costs by an interim appropriations resolution that specifies no further rate increases. Still pending is a permanent appropriations bill for the postal service, but the interim measure will govern until there is final action on the regular appropriations.

House Republicans block bid for Equal Rights Amendment

A new attempt to get a ban on sex discrimination written into the U.S. Constitution was set back when the House failed by six votes to muster the two-thirds majority needed to pass the Equal Rights Amendment.

On the 278-147 rollcall, Democrats voted 225 to 38 for passage. But Republicans signalled a sharp break with the women's rights movement by voting 109 to 53 against ERA. **(Rollcall, Page 6.)**

The resolution on which they voted was identical to the measure that Congress had approved twice in past years and that 35 of a needed 38 states had ratified before time ran out.

It declared simply: "Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex."

At the urging of the principal ERA advocates—the women's organizations and their allies in the labor and civil rights movements—the Democratic leadership brought ERA to the House floor under a procedure to protect it from amendment.

The intent was to thwart plans of ERA foes to derail the measure by overwhelming it with controversial amendments on such highly emotional issues as abortions.

House Republican leaders who voted against ERA sought to portray their opposition as a protest against a "gag rule" imposed by the Democrats, urging the public to blame House Speaker Tip O'Neill, not the Republicans who voted against ERA.

AFL-CIO Legislative Rep. Jane O'Grady termed the GOP argument "phony" and said the House vote clearly was on the merits of ERA. "There is no other way it could be interpreted."

Historically, the Republican Party was an early advocate of ERA. But unlike his predecessors, President Reagan is a declared opponent of ERA and the GOP national convention that nominated him was the first in modern times to exclude a platform plank supporting the constitutional amendment.

Balance sought in legislation for cable television

The AFL-CIO urged Congress to strike a balance on cable television legislation that will take into account the interests of consumers and the concerns of local governments as well as "the needs of a profit-making industry to be competitive in the marketplace."

A Senate-passed bill tilts too strongly to the cable industry's desire to be free of regulation and rate-setting restraints, Associate Legislative Director Howard Marlowe testified at House hearings.

Marlowe said the bill sponsored by Rep. Timothy E. Wirth (D-Colo.), chairman of the Telecommunications, Consumer Protection & Finance subcommittee, comes closer to the mark. But its consumer protection elements should be strengthened, he indicated.

Degree of regulation

At stake is the degree of government regulation of cable television systems that at last count served more than 30 million subscribing households in some 13,000 communities—figures that are still growing rapidly.

These systems multiply the number of channels available for a range of uses, and the extent of community access to these channels has often been a factor in franchising situations.

Marlowe noted in his testimony that the trade union movement has an interest in access to cable television for labor-oriented programs, both national and local. It is also concerned with the availability of basic cable service at affordable costs with protection against unjustified sharp increases in fees after a system is established.

Marlowe welcomed a provision in the Wirth bill barring ownership of cable systems by other media, such as television stations or newspapers.

"We also support the making of public, educational and governmental access part of the requirements which a local government can mandate for inclusion in the cable franchise or renewal process," he testified.

Marlowe welcomed the bill's provisions for assuring that some cable channels will be available for leased use by private groups—an area not dealt with in the Senate bill. While accepting that "leased access must be profitable for the system operator," there should be assurances that the price structure won't confine access to big budget groups, he said.

In another area, Marlowe urged that the legislation continue affirmative action obligations to assure equal employment opportunities in a growing industry.

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Stickin' to the union

Striking Transit Union members picket the Greyhound terminal in Chattanooga, Tenn., to protest the company's demand for a 23-percent cutback in wages and benefits. Union members are voting on the proposal, but ATU officials predicted a strong rejection. (Story, Page 4.)

Labor challenges weak OSHA rule on hazard labeling

By Arlee C. Green

Labor's decade-long campaign for strong federal regulations giving workers the right to know about hazardous chemicals they handle on the job shifted to the courts in a legal challenge to the Reagan Administration's loophole-ridden "hazard communication" standard.

The new Occupational Safety & Health Administration rule, issued Nov. 22, does much to protect the so-called trade secrets of chemical manufacturers, but does little to protect the health of workers, the AFL-CIO charged.

In a move to prod OSHA into writing a stronger standard, the Steelworkers initiated a suit filed in the 3rd U.S. Circuit Court of Appeals in Philadelphia. The AFL-CIO and several affiliated unions will also join in the legal action.

The suit asks for a full judicial review, which would require OSHA to explain its reasons for limiting the scope and effectiveness of the standard.

AFL-CIO industrial hygienist Margaret Seminario charged OSHA's action in publishing the standard was "motivated more by the chemical industry's desire to get out from under the strong state laws than by an interest in protecting workers."

And OSHA acknowledged that a primary objective is to preempt state right-to-know laws.

Seminario noted that the Carter Administration proposed a hazard identification and labeling standard in January 1981, but it was withdrawn by the Reagan Administration and now has been replaced with the watered-down hazard communication rule.

State, local laws

Because of delays by Reagan's OSHA, the AFL-CIO succeeded in getting legislatures to enact strong right-to-know laws. Such laws now exist in 14 states and two dozen cities.

The real intent of the Reagan Administration in issuing a weak standard is designed to help the industry evade stronger local and state laws, Seminario said.

She pointed out that the new federal standard covers only about 14-million manufacturing workers, while leaving without protection "more than 60 million workers in construction, service trades, health care, transportation and other areas who may be exposed to toxic chemicals."

The standard gives chemical companies "a giant loophole," Seminario charged, that allows them to "declare any substance a 'trade secret' and choose not to reveal it to workers. This even includes substances known to be highly toxic, such as dioxin and benzene. And there are no procedures in the standard for workers to challenge these 'trade secret' claims."

Auto Workers President Owen Bieber branded the standard "a cynical scheme of the Reagan Administration and the chemical industry to head off a grass-roots

Continued on Page 5

Housing expansion voted in end-of-session accord

By David L. Perlman

Congress passed a labor-supported housing assistance bill as part of a veto-proof legislative package and then adjourned until Jan. 23, 1984, when the second session starts.

The $9.9-billion authorized and appropriated for low-income housing assistance is more than double the $4.1 billion that President Reagan had sought in his budget for the Dept. of Housing & Urban Development.

It will make it possible for thousands of families to move out of dilapidated housing or escape from overcrowded doubling up of households, although the scope of the program falls short of the need. In the process, it will generate employment in construction and renovation work.

The compromise that emerged on the eve of adjournment—a modified version of the bill the House passed last July—includes a new program of grants to cities with shortages of rental housing. The money, totalling $615 million over two years, will be used for both new housing and renovation projects in poor neighborhoods.

Most existing housing programs are also replenished with a new infusion of funding authority, including housing for the elderly and handicapped.

The Administration does get the housing voucher plan it had sought as a "cheap" way to get out of direct involvement in subsidized housing. But the program, under which eligible low-income households shop for their own housing with government vouchers to meet part of the cost, will be inaugurated only as an experimental pilot program.

The House had sought to roll back the increase in rents for tenants of subsidized housing from the 30 percent of household income to the 25 percent that was in effect before 1981. The compromise kept the 30-percent figure, but achieved a rent reduction by allowing families to use a lower income base by deducting various expenses.

In behind-the-scene negotiations involving House and Senate committees and the

Continued on Page 2

Rail workers get extra weeks of jobless benefits

In last minute action, Congress approved a measure that will provide about 50,000 jobless railroad workers—most of them young—with additional unemployment benefits.

A supplemental appropriations bill passed by the House on the last day of its 1983 session, includes a provision guaranteeing less senior railroad workers additional payments after they exhaust benefits under the Railroad Unemployment Insurance Act (RUIA).

Under the measure, a worker with less than 10 years' seniority in the rail industry will be entitled to an additional 10 weeks of assistance after running out of the 26 weeks of RUIA benefits.

The bill does not affect workers with longer seniority who are already entitled to extended benefits under RUIA.

The measure, to be financed from general revenues, is similar to the Federal Supplemental Compensation (FSC) program that provides additional compensation to workers in other industries after they've exhausted benefits.

Reagan applauds inaction

House sidelines tax reform bill

The first session of the 98th Congress adjourned without acting on tax reform legislation needed to hold down federal deficits and to spread more evenly the cost of meeting the government's constitutional obligation to provide for both the national defense and the general welfare.

By a 214-204 procedural vote, the House refused even to consider a relatively modest revenue-raising bill approved by the House Ways & Means Committee. **(Rollcall, Page 6.)**

The procedural rule the House rejected would have allowed votes on a series of labor-supported amendments that would have taken bigger strides toward tax equity and met the revenue goals Congress set for itself in the budget resolution it adopted earlier this year.

President Reagan, who projected a $200-billion deficit in the budget he submitted last winter, praised members of Congress for adjourning without meeting its tax goals.

"America is enjoying one humdinger of an economic recovery," Reagan asserted, adding Congress showed courage in "bravely resisting" higher taxes.

Further domestic cuts

Reagan said his top priority next year will be to further curtail government spending—obviously referring to the domestic sector, since the Administration is on record for continuing the rise in defense outlays.

The Senate began debate on a revenue-raising package in anticipation of House action, but turned to other legislation when the House failed to act. Revenue-raising measures must originate in the House.

Under the budget resolution it adopted in June, the tax-writing committees of Congress had been instructed to come up with new taxes to raise $73 billion more in revenues over the next three years and cut spending by $12.3 billion over the same period for programs within their jurisdiction.

A factor in the House vote against taking up the bill was a provision in the Ways & Means Committee measure limiting the total in tax-exempt industrial development bonds that can be issued by a state to attract business.

In some other actions taken during the

Continued on Page 4

The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

11/26/83

Lynn Williams acting head of Steelworkers

Pittsburgh — Steelworkers Sec. Lynn Williams was named acting temporary president by the union's executive board to fill the vacancy caused by the death of Lloyd McBride.

The board also set Mar. 29, 1984, as the date for a special referendum vote to elect a president to complete the remaining two years of McBride's term.

The next scheduled election for all USWA officers, board members and district directors will be Nov. 26, 1985, for four-year terms of office that begin March 1, 1986.

The special election is required by the Steelworkers' constitution which calls for a membership vote if an office becomes vacant more than two years before the next scheduled election. If less than two years remain, the executive board can appoint an interim president to complete the term.

McBride's death on Nov. 6 of a heart attack, was 20 days short of the two-year point. He had led the union since 1977.

Williams, 59, retains the office of secretary.

He is a native of Springfield, Ont., and has been a member of the union since 1947 when he joined Local 2900 at the John Inglis plant in Toronto. He is a graduate of McMaster University in Hamilton, Ont.

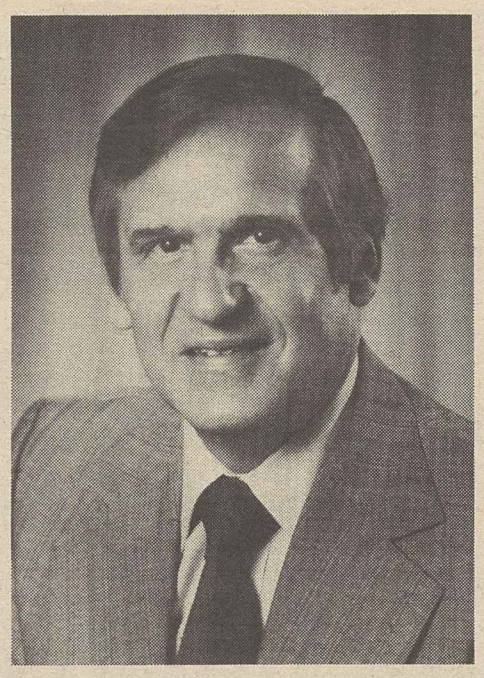
Canadian background

Williams was an organizer for the Canadian Labor Congress before joining the USWA staff in 1956. He was elected director of the union's District 6 in Toronto in 1974 before becoming international secretary in 1977.

Following the USWA board's action, Williams announced that letters of notification for the special election would be sent out Nov. 21.

December meetings of about 4,800 Steelworkers' locals in the United States and Canada will announce the hours and locations for polling places, and the January 1984 meetings will include the process of nominations for the office of president as required by the union's constitution.

The special election will be the largest referendum vote the union has held for an international officer, with some 1 million USWA members eligible to vote. Although about 250,000 Steelworkers are on layoff, the constitution guarantees them the right to participate in union affairs for two years after the date of layoff.



Lynn Williams

West Germany's Hans Mayr new president of IMF

Geneva—Hans Mayr of West Germany was elected to succeed Eugen Loderer as president of the 14-million-member International Metalworkers' Federation, the world's largest international trade secretariat.

Mayr, 61, was elected Nov. 18 at a special meeting of the IMF's central committee here to mark Loderer's retirement and to choose a successor.

Mayr is president of IG Metall, the 2.5-million-member metalworkers' union in the Federal Republic of Germany. Loderer also was head of the West German metalworkers' union before making way for Mayr.

His election was unanimous. Among American leaders who voted for him were UAW President Owen Bieber and Machinists Vice President George Poulin. At the same meeting, Bieber was elected by the IMF central committee to head the federation's World Auto Council. He succeeds former UAW President Douglas A. Fraser.

Expansion activities

Loderer retired as president of IG Metall at the union's congress in October. As the IMF's leader since 1973, he presided over an expansion of membership and activities, especially in the Third World, South Africa, and South America.

Mayr takes over leadership of the IMF and IG Metall at a crucial time. IG Metall will launch negotiations in January for a 35-hour work week, which West German employers said publicly they will do all in their power to resist.

The West German push for a shorter workweek is part of a worldwide campaign for reduced working hours. The British Engineers Union is seeking a 35-hour work week in the metalworking industry in forthcoming negotiations.

IMF Gen. Sec. Herman Rebhan said the negotiations in Britain and Germany are of crucial importance to metalworkers everywhere.

Pay increase due following suit on comparable worth

Tacoma, Wash.—Women who work for the state of Washington will be taking home bigger paychecks—thanks to their union and a federal court ruling. A federal judge ordered the pay raises because the state has failed to pay women employees what their jobs are really worth.

The decision, by U.S. District Court Judge Jack E. Tanner in a case brought by the State, County & Municipal Employees, is a follow-up to his original verdict in September that found the state guilty of a long-term pattern of deliberate pay discrimination.

The current ruling orders the state to begin paying women in such traditionally "female" jobs as secretary as much as men make for jobs with comparable worth, requiring the same levels of skills and responsibility.

Judge Tanner scheduled hearings to start Nov. 30 that will lead to a decision on how much pay should be increased. AFSCME contends that some jobs should be upgraded as much as 31 percent.

The suit was filed by AFSCME in 1982 on behalf of some 15,000 Washington state workers, 95 percent of them women.

Rollcall votes in Senate on natural gas controls

Congress adjourned with the Senate still stalemated on natural gas deregulation. In back-to-back votes on Nov. 15, the Senate first rejected a labor-supported amendment to bring down prices and then defeated an Administration-backed plan to speed decontrol.

Vote No. 1 *shows the 71-26 defeat of the amendment to keep controls on natural gas from wells put in production before April 1977 and to roll back some other price ceilings to last year's levels. Nine Republicans and 17 Democrats voted right (R) on labor's scorecard. Wrong votes (W) were cast by 45 Republicans and 26 Democrats.*

Vote No. 2 *rejected a decontrol bill 67-28 that would have pushed up consumer heating bills. Voting right were 28 Republicans and 39 Democrats; voting wrong were 26 Republicans and two Democrats.*

	1	2
ALABAMA		
Heflin (D)	W	R
Denton (R)	W	W
ALASKA		
Stevens (R)	W	W
Murkowski (R)	W	W
ARIZONA		
DeConcini (D)	W	R
Goldwater (R)	W	W
ARKANSAS		
Bumpers (D)	R	R
Pryor (D)	W	R
CALIFORNIA		
Cranston (D)	A	A
Wilson (R)	W	W
COLORADO		
Hart (D)	W	R
Armstrong (R)	W	W
CONNECTICUT		
Weicker (R)	W	W
Dodd (D)	R	R
DELAWARE		
Biden (D)	R	R
Roth (R)	A	A
FLORIDA		
Chiles (D)	W	R
Hawkins (R)	R	R
GEORGIA		
Nunn (D)	W	R
Mattingly (R)	W	W
HAWAII		
Inouye (D)	A	A
Matsunaga (D)	W	W
IDAHO		
McClure (R)	W	W
Symms (R)	W	W
ILLINOIS		
Percy (R)	W	R
Dixon (D)	W	R
INDIANA		
Lugar (R)	W	R
Quayle (R)	W	R
IOWA		
Jepsen (R)	W	R
Grassley (R)	W	R
KANSAS		
Dole (R)	W	R
Kassebaum (R)	R	R
KENTUCKY		
Ford (D)	W	R
Huddleston (D)	W	R

	1	2
LOUISIANA		
Johnston (D)	W	W
Long (D)	W	A
MAINE		
Cohen (R)	W	R
Mitchell (D)	W	R
MARYLAND		
Sarbanes (D)	R	R
Mathias (R)	R	R
MASSACHUSETTS		
Kennedy (D)	R	R
Tsongas (D)	R	R
MICHIGAN		
Riegle (D)	R	R
Levin (D)	R	R
MINNESOTA		
Boschwitz (R)	W	R
Durenberger (R)	W	R
MISSISSIPPI		
Cochran (R)	W	W
Stennis (D)	W	R
MISSOURI		
Eagleton (D)	R	R
Danforth (R)	R	R
MONTANA		
Melcher (D)	W	R
Baucus (D)	W	R
NEBRASKA		
Exon (D)	W	A
Zorinsky (D)	W	R
NEVADA		
Hecht (R)	W	W
Laxalt (R)	W	W
NEW HAMPSHIRE		
Humphrey (R)	W	W
Rudman (R)	W	W
NEW JERSEY		
Lautenberg (D)	R	R
Bradley (D)	R	R
NEW MEXICO		
Bingaman (D)	W	R
Domenici (R)	W	R
NEW YORK		
Moynihan (D)	R	R
D'Amato (R)	R	R
NORTH CAROLINA		
Helms (R)	W	W
East (R)	W	W
NORTH DAKOTA		
Burdick (D)	W	R
Andrews (R)	R	R

	1	2
OHIO		
Glenn (D)	W	R
Metzenbaum (D)	R	R
OKLAHOMA		
Boren (D)	W	R
Nickles (R)	W	W
OREGON		
Hatfield (R)	W	R
Packwood (R)	W	R
PENNSYLVANIA		
Heinz (R)	R	R
Specter (R)	W	R
RHODE ISLAND		
Chafee (R)	R	R
Pell (D)	R	R
SOUTH CAROLINA		
Hollings (D)	W	R
Thurmond (R)	W	W
SOUTH DAKOTA		
Pressler (R)	W	R
Abdnor (R)	W	R
TENNESSEE		
Baker (R)	W	W
Sasser (D)	R	R
TEXAS		
Bentsen (D)	W	R
Tower (R)	W	W
UTAH		
Garn (R)	W	W
Hatch (R)	W	W
VERMONT		
Leahy (D)	R	R
Stafford (R)	R	R
VIRGINIA		
Trible (R)	W	W
Warner (R)	W	R
WASHINGTON		
Evans (R)	W	R
Gorton (R)	W	R
WEST VIRGINIA		
Byrd (D)	W	R
Randolph (D)	W	R
WISCONSIN		
Proxmire (D)	R	R
Kasten (R)	W	R
WYOMING		
Wallop (R)	W	W
Simpson (R)	W	W

Congress clears housing expansion

Continued from Page 1

Administration, the housing bill was first linked with a conference agreement covering new funding for the International Monetary Fund and expansion of the U.S. Export-Import Bank.

The IMF refunding was a high priority goal of the Administration and was supported by House and Senate leaders of both parties. But President Reagan had to deal with the Democrats to get the measure through Congress because a majority of House Republicans opposed it.

In these negotiations, the man with the bargaining chips was House Banking Committee Chairman Fernand J. St Germain (D-R.I.), whose committee has jurisdiction over both housing and the IMF.

He insisted that the housing bill had to be linked to the IMF renewal to get the final version through the House, and his Senate counterpart, Jake Garn (R-Utah), was agreeable.

The entire package was then tied to a relatively non-controversial supplemental appropriation bill, which also included $30 million in funds for emergency food and shelter assistance for the poor, and both the House and Senate were asked to swallow it all intact.

Procedural shortcut

There was grumbling that this wasn't the way that Congress was supposed to legislate. But the Senate rejected any changes in the compromise package and the House adopted it through a procedural shortcut, clearing it for the President's signature.

When it originally passed the IMF funding bill, the House added a labor-supported amendment directing the U.S. representative to vote against any loan to countries that engage in apartheid, the term for the official segregation and racial discrimination policy imposed by South Africa.

In the final version, to support a loan involving South Africa the Secretary of the Treasury would have to certify that the effect would be to benefit economically the majority of the people and to substantially reduce racial constraints on the mobility of labor.

The IMF is supported by the industrial nations in the interests of worldwide fiscal stability, and the U.S. share of the current refunding is $8.4 billion, part of which is in the form of interest-bearing loans.

Administration neglect threatens to choke off apprentice programs

By Susan Dunlop

The Reagan Administration isn't doing its duty toward apprenticeship programs, and the lack of interest is hurting one of the nation's most important resources for job training, labor witnesses told a Congressional panel.

Paul J. Burnsky, president of the AFL-CIO Metal Trades Dept., told the House Employment Opportunities Subcommittee that apprenticeship programs are "vital to our nation's future" and its industrial capacity because they provide a steady supply of trained, efficient workers. But that supply is threatened, Burnsky warned, by "strangulation" of the federal government's role in administering apprenticeship programs.

Burnsky told the panel that industries such as shipbuilding, aerospace and nuclear energy urgently need highly trained, skilled workers provided through apprenticeship systems just as much as they need scientists, physicists and engineers.

Choking trades programs

The nation accepts the need to spend billions of dollars each year for higher education and advanced degree scientific programs, Burnsky noted. But while skilled journeymen and craftsmen are needed to translate scientific and technical concepts into finished products, "we are choking off the supply of these journeymen through neglect of the apprenticeship system."

Technological change and the "economic disasters of the past several years," are only part of the reason for that neglect, Burnsky told the committee. "We now face a vastly more threatening problem in the active dismantling of federal apprenticeship training programs by the present Administration," he charged.

He pointed out that the office of the Director of the Bureau of Apprenticeship & Training (BAT) has been vacant for almost a year and that the bureau's staff has been reduced by more than half. Budget cuts have meant the abolition of some programs and insufficient staff or money to carry out others, he said.

The House panel is looking into the federal government's role in apprenticeship programs, and Burnsky testified that many programs are being converted "against the will of Congress" into programs that train workers only for "limited, dead-end jobs."

In other testimony, Ray Robertson, chairman of the Joint Apprenticeship Committee of the AFL-CIO Building & Construction Trades and Metal Trades Departments, also criticized moves to break down apprenticeable trades into fragmented parts as harmful to workers and to the nation's much-needed pool of skilled workers.

Robertson, who is apprenticeship director of the Ironworkers, said today's young workers need the same protections from exploitation that prompted the federal government to take a role in apprenticeship programs with passage of the Fitzgerald Act in 1937.

In testimony submitted to the committee, Fire Fighters President John A. Gannon pointed to the role played by BAT in setting up standards for fire fighter training. He said the union is concerned that apparent lack of support for BAT, including staff reductions, has "seriously affected" the bureau's ability to function.

Protested neglect

Sharp criticism of the Administration's attitude toward apprenticeship also was leveled by Robert Glover of the University of Texas. Glover was chairman of the 25-member Federal Committee on Apprenticeship, which is supposed to advise the Secretary of Labor on the issues. He quit in August 1982 "to protest the disinterest, inactivity and neglect which the Labor Dept. showed toward the work of the committee and toward apprenticeship in general."

Things haven't gotten any better, he charged. The committee has no new chairperson, and it hasn't even met since June 1982. Virtually all funded apprenticeship activities have been eliminated, Glover said, including those aimed at women and minorities.

He also noted that if the Labor Dept. succeeds in its attempts to undermine the Davis-Bacon prevailing wage law, apprentices will be harmed because the revisions would let the construction industry replace trained apprentices with untrained—and lower-paid—helpers.

General Dynamics contract ratified by Shipbuilders

Quincy, Mass.—The Marine & Shipbuilding Workers ratified a three-year agreement covering 2,300 General Dynamics shipyard employees here.

The contract provides annual wage increases of 42 cents an hour for workers whose base hourly rate is above $8.31 and increases of 25 cents in each of the first two years and 20 cents in the third year for workers whose base rate is below that amount.

A key feature of the agreement, which runs to Oct. 17, 1986, is a provision to eliminate differences in pay adjustments between senior workers, less senior employees and new hires.

Under two previous contracts, cost-of-living adjustments were paid only to employees already on the payroll at the time the adjustment was made. Workers on the payroll longer than six years have been getting $1.20 per hour in COL payments, while newer employees have received lesser adjustments, depending on when they were hired.

The new contract will provide the full $1.20 an hour to all workers by rolling it into base pay rates for all employees. Adjustments under the COL provision will be paid in increments every six months of 20 cents for current employees and 15 cents for most new hires until the full amount is reached. No new COL payments will be made under this contract once the adjustments are completed.

Improvements were also made in pension benefits, major medical, sickness and accident insurance and health care.

The agreement also sets up a stock investment plan, to begin in 1985, under which General Dynamics will contribute 50 cents for every dollar of pay invested by employees up to a maximum of 2 percent of pay the first year and 4 percent in 1986.

South Carolina convention delegates greet AFL-CIO President Lane Kirkland.

South Carolina labor maps course for 1984 elections

Myrtle Beach, S.C.—The South Carolina AFL-CIO set its course for the 1984 elections at its 27th annual convention here, buoyed by success in the 1982 elections and the momentum that carried over to its lobbying efforts.

State AFL-CIO President Randall Kiser told the convention's 250 delegates that labor's successes in lobbying are tied directly to "our work in the '82 elections" when the federation endorsed 22 candidates, 18 of whom were elected. In 1984, Randall urged, "let's endorse 50 or more to be effective."

Keying on that, the delegates endorsed presidential candidate Walter F. Mondale, and Kiser promised, "A lot of us are going to be working our backsides off in the next few months to help secure that nomination for him."

He added, "Working people never had a better friend in the U.S. Senate than Walter Mondale . . . and we never had a more outspoken advocate as vice president."

While the delegates voiced their strong support of Mondale, AFL-CIO President Lane Kirkland, a native of Camden, S.C., reminded them why a change in administrations is necessary.

Reagan resistance

Kirkland stressed the high level of unemployment the Reagan Administration imposed on the country as its remedy for lowering the cost of living, and how Reagan refuses to use the resources of the federal government to help put people back to work.

"In the face of all our experience, he continues to insist that government is the enemy of the people, that national salvation lies in the mysterious workings of an unrestrained market economy," Kirkland observed. "The time has come to unshackle the American people from service to economic mythology and to restore, restructure and revitalize the economy in the service of the people. That is the goal of the American labor movement."

Kirkland recalled the New Deal era which pulled South Carolina and the nation out of the Depression — programs such as the Civilian Conservation Corps, Forest Service, Rural Electrification Act, and the National Youth Administration.

New Deal spending

"That government spending—as the retarded right sneeringly calls it—paid for itself many times over, enhancing the vitality of our states and cities, and the profits and opportunities for enterprise," Kirkland declared.

Reagan's major supporter, American management, was cited for its failures, also. Paperworkers President Wayne E. Glenn scored management's failure to plan for the future.

"Management, when put to the test, didn't manage very well," he observed. "Given the choice between high salaries and reinvesting, management chose high salaries. Given the choice between retraining workers or closing a plant, management closed the plant. Given the choice between looking at the long-term growth or going for short-term profit, management chose profit."

Glenn also condemned Reagan's loading of the National Labor Relations Board with anti-union appointees and his tax program that rewards the wealthy and corporations.

Among the other speakers were Rep. Butler Derrick, Jr. (D-S.C.), Rep. John Spratt, Jr. (D-S.C.), Rep. Robin Tallon, Jr. (D-S.C.), Ladies' Garment Workers Vice President Nick Bonanno and State Labor Commissioner Ed McGowan.

Key resolutions

Besides endorsing Mondale, the delegates approved resolutions supporting the Equal Rights Amendment, national health insurance, a strengthened Occupational Safety & Health Administration, and an amendment to the Hatch Act to grant political rights to federal employees.

A special resolution paid tribute to the lifelong dedication of George Kiser, a retired organizer for the AFL-CIO Dept. of Organization & Field Services, who was proclaimed by the delegates South Carolina's "Mr. Labor."

The four principal officers — President Randall Kiser, Sec.-Treas. R. H. Harmon, and Vice Presidents David Richardson and Frank Leopard — were re-elected by acclamation. Also elected were two representatives from each congressional district to the federation's 12-member executive board.

NBA refs backed

AFL-CIO unions and their members have been urged to lend their support to the referees locked out by the National Basketball Association.

Federation President Lane Kirkland, in a letter to affiliates, noted that the league's millionaire owners locked out the 27 members of the National Association of Basketball Referees at the start of the professional season and hired replacements willing to work for substandard wages and benefits and to undercut the position of the league's career officials.

"Although the NABR is an independent union, I believe our affiliated unions, state federations and city central bodies should provide whatever assistance they can to this small organization," Kirkland wrote.

He noted that the union has filed charges with the National Labor Relations Board accusing the owners of failing to bargain in good faith and instituting an illegal lockout. An agreement reached a week ago by the NABR and League Commissioner Larry O'Brien was rejected by a management committee chaired by Abe Pollin, owner of the Washington Bullets, Kirkland reported.

The scab referees are making a shambles of the NBA season. There has been a rash of fighting between rival players; two coaches were fined $3,000 each this week after confrontations with scab officials, and Pollin's own players have protested the loss of games because of poor officiating.

Congress condemns Soviet forced labor policies

By James M. Shevis

The Soviet Union's use of slave labor was roundly condemned in measures approved by Congress just before the lawmakers adjourned for the year.

A House concurrent resolution introduced by Rep. Christopher H. Smith (R-N.J.) and cosponsored by more than 150 House members described the USSR's forced labor policies as "morally reprehensible," and called on President Reagan to express this nation's opposition to such policies.

On the Senate side, a measure sponsored by Sen. William Armstrong (R-Colo.) deplored the import of goods made by forced labor and called on responsible government officials to enforce that portion of the 1930 Tariff Act which states that "all goods . . . produced wholly or in part in any foreign country by convict labor . . . shall not be entitled to entry at any port of the United States."

Armstrong's measure was approved unanimously by the Senate on Nov. 9. The Smith resolution, approved unanimously by the House on Nov. 17, did not contain the call for an import ban but the congressman has otherwise urged it, also citing the 1930 Tariff Act.

Smith estimates that the United States currently imports some $130 million worth of Soviet goods made by forced labor each year.

In September, U.S. Customs Commissioner William Von Raab recommended that the Administration ban the importation of more than three dozen items because they are produced by forced labor. A high-level committee is reviewing the list, and is expected to issue implementing orders soon.

1,100 slave camps

A State Dept. study early this year reported that the Soviet Union operates about 1,100 forced-labor manufacturing camps within the USSR. It said about 4-million Soviet citizens, including women and children, are slave laborers and at least 10,000 are considered political or religious prisoners.

Some of the practices were detailed earlier this month at a joint hearing of the House Foreign Affairs Subcommittee on Human Rights & International Organizations and the Commission on Security & Cooperation in Europe, also known as the Helsinki Commission.

At that hearing, Tom Kahn, an assistant to AFL-CIO President Lane Kirkland, urged passage of the Smith resolution and pointed to gross violations of International Labor Organization conventions on forced labor.

In remarks in the House, Smith said evidence of widespread slave labor in the USSR is "overwhelming and shocking. It seems clear that the Soviets are increasing, not diminishing, their use and reliance on slave labor.

"It is my hope that the Soviets will terminate the operation of these inhumane camps and honor the international commitments and obligations they have agreed upon." He pointed out that the Soviet government is a signer of the 1975 Helsinki Final Act, the United Nations Charter, the 1926 Slavery Convention, and numerous other documents calling for the abolition of slavery, forced labor, or any other mandatory labor scheme.

In the Senate, Armstrong said passage of his measure was "a clear signal to the Soviet Union that we are not only outraged by the Soviets' disregard for human rights in the Korean Air Lines massacre, but we will not tolerate the ongoing Soviet violation of human rights in the Gulag Archipelago."

The AFL-CIO was one of the first organizations to protest the Soviet use of forced labor. It was the American Federation of Labor in 1948 that first raised this issue by asking the International Labor Organization to take a survey of forced labor in all member countries.

A year earlier, the AFL published the first map of the Gulag Archipelago, or labor camp chain, later detailed in Aleksandr Solzhenitsyn's writings.

Cheap labor pool

In its report on Soviet forced labor last winter, the State Dept. told Congress that the Soviet economy "has at its disposal a huge labor force that is cheap, flexible, and subject to discipline. It is especially suitable for deployment as needed for projects in remote areas with difficult climatic conditions, where authorities find it difficult to attract and hold free workers.

"When authorities need convict labor, they expect the judicial system to supply it. The reliance of the Soviet economy on the availability of convict labor has had an insidious effect on the Soviet judicial system which has always, in any event, functioned as an instrument of official Soviet policy."

Maryland-D.C. Federation elects Lamon president

Baltimore — Edward R. Lamon of the Electrical Workers was unanimously elected president of the Maryland-D.C. AFL-CIO by the federation's 44-member executive board. He will fill out the remaining two years of the term of Thomas M. Bradley, who died of a heart attack on Oct. 27.

Lamon served for the past decade as the director of the state federation's Committee on Political Education.

In one of his first actions as state federation president, he appointed Baltimore COPE Director Ernest R. Grecco as the new state COPE director.

Shortly after the election, Lamon and the board members joined the Baltimore picket line of Transit Union members on strike against Greyhound. In supporting the pickets, Lamon condemned Greyhound's "shameful attempt to bust the union," calling the company's anti-labor methods "part of a trend that we're going to fight."

Lamon said he plans to carry out "much the same program" as his predecessor, Bradley, "to make sure workers don't get the short end of the stick, as in this Greyhound thing."

Lamon indicated he plans to concentrate on improving the unemployment benefits in Maryland where the state payments rank 32nd in the nation and where thousands of jobless have exhausted their benefits in recent months.

Lamon, 46, worked as a journeyman electrician on commercial and industrial construction projects and served as recording secretary of IBEW Local 24 before being appointed to the COPE position in 1973.

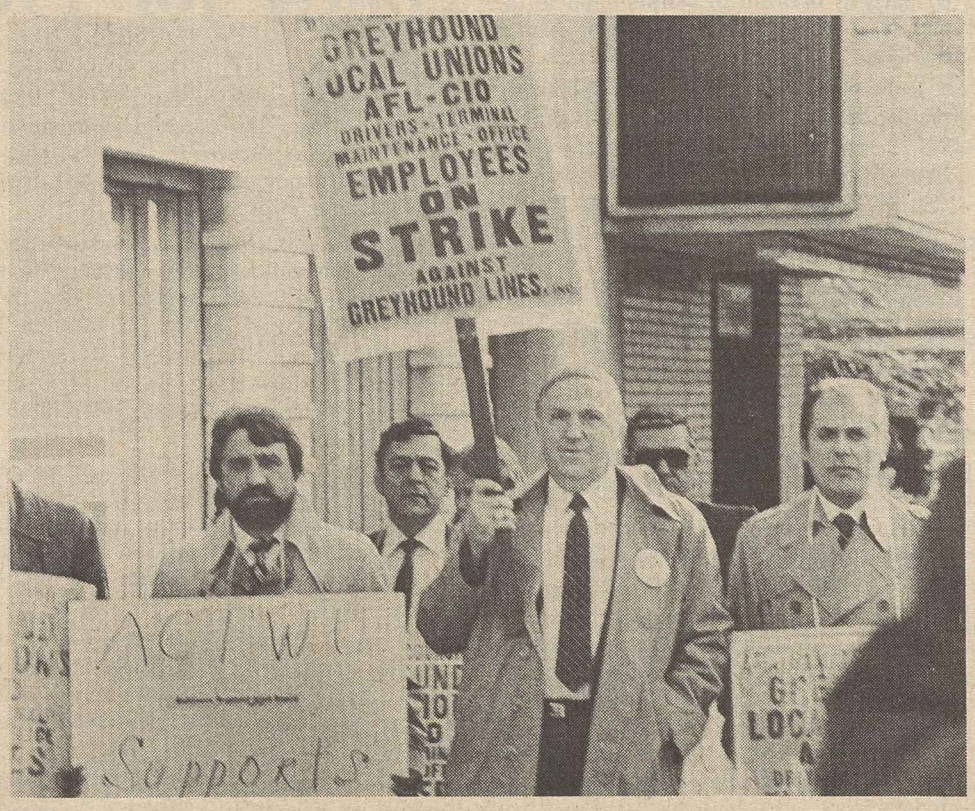
Earl Heaton dies at 74, former president of AIW

Parker, Ariz. — Earl Heaton, former president of the Allied Industrial Workers, died Nov. 10 in a Phoenix hospital of stab wounds received when attacked by a youth in his home here. He was 74.

Heaton was president of the AIW from 1954 to 1957. Prior to holding the union's top office, he had been director of the AIW Region 8 in Decatur, Ill.

After moving to Arizona in the early 1970s, Heaton began working with young people in a rehabilitation program, teaching them jobs skills. He was stabbed Nov. 5 by one of the youths he had been instructing.

Heaton is survived by his wife, Anna Marie, three children and three grandchildren. Funeral services and burial were in Parker, Ariz.



Maryland-D.C. President Edward R. Lamon walks Greyhound picket line.

Greyhound tactics assailed as workers vote on offer

Greyhound bus drivers and other employees were voting on the carrier's latest contract proposal, with the outcome scheduled to be announced in Phoenix on Nov. 28.

The offer was rejected by representatives of 31 Amalgamated Transit Union locals, who nonetheless agreed to submit the package to the 12,700 Greyhound workers who have been on strike since Nov. 3 after turning down a management demand for a 23-percent slash in wages and benefits.

Meanwhile, the walkout continued with picketing and support demonstrations taking place throughout the country. ATU President John Rowland warned Greyhound that it "is risking its very survival as a reputable business" if it persists in its demands for unfair wage and benefit concessions.

In a message to Greyhound's chairman and board of directors, Rowland said:

"If you allow management to dictate unjustified wage and benefit reductions, stripping workers of their dignity and decent union contract, this company will never again enjoy the same public support and respect."

Rowland said that management's "dictatorial bargaining tactics and strikebreaking activities" are nothing more than attempts to bust the union, and that such conduct "will poison the well of employee and customer relations for years to come."

Greyhound is not losing money, has the financial ability to reach an equitable settlement with ATU, and clearly can compete successfully in a deregulated environment with its professional workforce, he said.

Rowland predicted that Greyhound's latest offer would be rejected by the membership, and called for an immediate resumption of bargaining with expert mediation assistance following announcement of the Nov. 28 vote.

Rallies in support of the Greyhound strikers were held in major cities.

In San Francisco, a huge demonstration took place as the carrier resumed limited service with strikebreakers. Another large rally was held at New York's Port Authority terminal. Other locations were Washington and Boston.

House sidetracks overdue measures for tax reform

Continued from Page 1

final days of the first session of Congress:

- The final version of a State Dept. appropriations bill included $18 million to start up the National Endowment for Democracy, a labor-supported plan to expand private sector involvement in furthering democratic institutions throughout the world. It stemmed from a unique cooperative effort by the Democratic and Republican parties, the AFL-CIO and the U.S. Chamber of Commerce.
- The Senate took a legislative shortcut by tacking its version of a women's pension equity bill onto an unrelated measure passed by the House to pave the way for a possible House-Senate conference after Congress returns in January. A comparable pension equity bill has been approved by a House Labor-Management subcommittee and its key provisions are also part of an economic equity bill put together by the Congressional Caucus on Women's Issues that is before the House Ways & Means Committee.

The Senate-passed bill lowers the age at which employees must be covered by their company's pension plan, allows workers to retain their past service credits toward vesting if they return to a company's employment after a break of no longer than five years, and exempts limited maternity or paternity leave from being counted as a break in service for pension purposes.

- The House Education & Labor Committee unanimously approved amendments to the Longshoremen's & Harbor Workers Compensation Act which are similar to provisions of a Senate-passed bill but more equitable to workers affected, in the AFL-CIO's judgment.

Both measures include limits on benefit increases, strengthen safeguards against fraud and tighten rules on coverage. But the House version retains basic protections that the Senate version would sacrifice, the AFL-CIO said.

Public jobs upgraded in Minnesota

St. Paul, Minn.—Members of State, County & Municipal Employees Council 6 ratified a new two-year contract with the state government that includes a provision upgrading 40 percent of the jobs in the bargaining unit based on equal pay for comparable work.

The 17,500-member unit approved the contract by better than a 9-to-1 margin at 33 ratification meetings.

The state legislature, in this year's session, approved expenditures of $22 million to reclassify numerous state jobs, primarily in the female dominated positions.

AFSCME members are in 85 percent of the reclassified jobs, Assistant Director Larry Odegord of Council 6 said.

The new agreement also provides for a 4-percent increase the first year and a 4.5-percent increase the second year. Seniority language was improved in the areas of layoff and holidays. Shift differential increases rose from 30 cents to 35 cents hourly and premium pay was won for heavy equipment operators in the state's transportation department.

Vacation schedules and severance pay language were also improved, he said.

Flight union presses stand for full crew

Flight Engineers President William A. Gill discusses crew complement safety issue at the FEIA convention.

Madrid, Spain—The importance of a full, three-person cockpit crew as the best assurance of safety for passenger aircraft is the primary issue facing their union, delegates to the 35th convention of the Flight Engineers agreed.

FEIA President William A. Gill, Jr., in his report to the delegates, said the union would expand and update its 1981 report on the need for a flight engineer as well as two pilots in the new, high-technology aircraft now being put into service.

The crew complement issue has concerned airline unions since aircraft manufacturers and airlines began asking the Federal Aviation Administration to certify as safe for operation passenger planes with only a two-person cockpit crew.

After an investigation of the issue in 1981, the FAA decided to go ahead with the certifications, but the Flight Engineers contend the safety issue has not been adequately explored.

There is mounting evidence, the union says, that a number of recent incidents involving the new aircraft—some involving loss of lives—could have been avoided or handled better if a third crew member had been on board.

Gill said the FEIA's studies of safety data show there have been about 15 incidents since 1982 in which problems were crew-related in the two-person aircraft compared to only two such incidents over the same period in aircraft with three-person cockpit crews. There is a comparable record of air traffic control violations, he said.

Soviets assailed

The delegates deplored the shooting down of Korean Airlines Flight 007 by the Soviet Union and called for measures to prevent "such terrorist acts" from occurring again.

A strongly worded resolution denounced Continental Airlines' efforts to use the U.S. bankruptcy laws to dump its union contracts and arbitrarily cut its labor force, slash wages and impose lower standards for working conditions on its employees.

The union called Continental's actions an example of the "damaging effects" deregulation has had on airline companies and their employees.

The FEIA, a unique worldwide union with associations in 20 countries, also voted to increase per capita tax 12 percent. Monthly payments in the United States will go from a current $12.50 per member to $14 on Jan. 1, 1984, and payments by national chapters to the international association will rise to $14 per member per year.

Gill was re-elected to his tenth two-year term as the union's president. Also re-elected were Roger C. Bricknell of Britain as first vice president and Donald F. Thielke as vice president for air safety and engineering.

Reynolds wins presidency of Oklahoma federation

Tulsa, Okla.—Rex Reynolds was elected to a two-year term as president of the Oklahoma AFL-CIO over incumbent Joe F. Johnson.

Reynolds, vice president of Food & Commercial Workers Local 76, told the delegates to the 14th biennial convention that among his first goals will be to effectively coordinate the federation's state legislative agenda, spur support for pro-labor candidates in the 1984 elections and set up an internal information system for members.

Delegates also elected Bobby Moore, president of Ironworkers Local 584 here, as the new federation vice president and re-elected Sec.-Treas. Ross J. Williams. Twenty-two board members were also elected to two-year terms.

The convention voted to amend the constitution to expand the terms of office to four years beginning in 1985.

Mondale endorsed

In key resolutions, the convention endorsed Walter F. Mondale for the 1984 Democratic presidential nomination and approved a one-time voluntary contribution of $1 per member to Oklahoma COPE.

And to assure strong labor participation throughout the 1984 election campaign, a convention workshop focused on the delegate selection process for the Democratic national convention.

James E. Hatfield, president of the Glass, Pottery & Plastics Workers, charged in a convention address that the Reagan Administration is perverting federal agencies and laws to break unions. He cited Reagan's appointments to the National Labor Relations Board and the use of bankruptcy laws to void labor contracts as examples, and said that Greyhound Corp. and Continental Airlines are the types of companies that are "taking advantage of their employees under the cover of Reaganism."

He also scored the anti-union tactics of the Liberty Glass Co. in Sapulpa, Okla., where GPPAW Locals 128 and 185 have been on strike for eight months.

The 250 delegates, in a show of solidarity, voiced strong support for strikers at Greyhound and Liberty Glass, before joining the Glass Workers picket line in Sapulpa. A resolution made strengthening of the state's strike breaker law a top legislative priority.

Gov. George F. Nigh (D) asked the convention to support a temporary tax increase to cover an anticipated $500-million shortfall in state revenues.

Delegates responded to Nigh's appeal with a resolution calling for a revised state tax structure to make it "fair and reasonable to all citizens."

In other resolutions, delegates endorsed a measure to prohibit a tax on employee fringe benefits, pledged support for the Coalition of Labor Union Women, the A. Philip Randolph Institute, retiree chapters, senior citizens, labor education in public schools, political checkoff and voter registration.

Other convention speakers included Rubber Workers President Milan Stone, State Atty. Gen. Michael Turpin, Lt. Gov. Spencer Bernard, and Frank Emig, an assistant director of AFL-CIO Dept. of Organization & Field Services.

Bakery Workers sign Sunshine to first national pact

San Diego, Calif. — The Bakery, Confectionery & Tobacco Workers negotiated a first national agreement for 1,600 members employed by Sunshine Biscuit, Inc., at four locations across the country.

The two-year contract, approved at local membership meetings, boosts wages and benefits for Sunshine workers in New York City, Columbus, Ga., Los Angeles and Oakland, Calif. BC&T valued the total package at $2.16 an hour.

Wages will rise by 70 cents an hour in the first year of the agreement and by 60 cents an hour in the second year. In addition, job classification adjustments were agreed to at certain plants, and the first steps taken toward rate standardization.

Health benefits will be maintained under the new pact, as will a dental and vision care plan. Workers in Oakland won a slight improvement in health benefits.

Major medical insurance coverage for retirees was raised from a maximum of $10,000 to a maximum of $25,000. Pension plan gains will allow members a full pension when their age plus years of service with the company add up to 80. Pension plan rules were modified in computing disability benefits.

Improvements in the vacation package that take effect next Jan. 1 will provide workers paid leave ranging from two to six weeks depending on the years of service with the company.

Unions challenge standard on toxic hazard disclosure

Continued from Page 1

movement to give workers the 'right-to-know' about the dangers of chemical exposures at work." He added, "Learning the names of the chemicals our members are exposed to is the first step in bringing these risks under control."

Seminario, who is an associate director of the federation's Dept. of Occupational Safety, Health & Social Security, said "The AFL-CIO is dismayed to see that OSHA again has chosen to protect employers at workers' expense. This is a backward approach by OSHA to wait until workers are injured before requiring a chemical's identity to be revealed."

The standard provides for "immediate" access to trade secret information only in emergencies, after a worker has been injured by exposure to a chemical, and then only by the physician treating the worker.

In nonemergency cases, industrial hygienists and health care professionals can request in writing the trade secret information. But they must state the reasons why it is needed and promise under threat of legal action not to divulge the information to others, even the exposed workers.

The standard will require chemical makers to provide data sheets only to purchasers in the manufacturing sector and to label containers with a common name, trade name, code name or number.

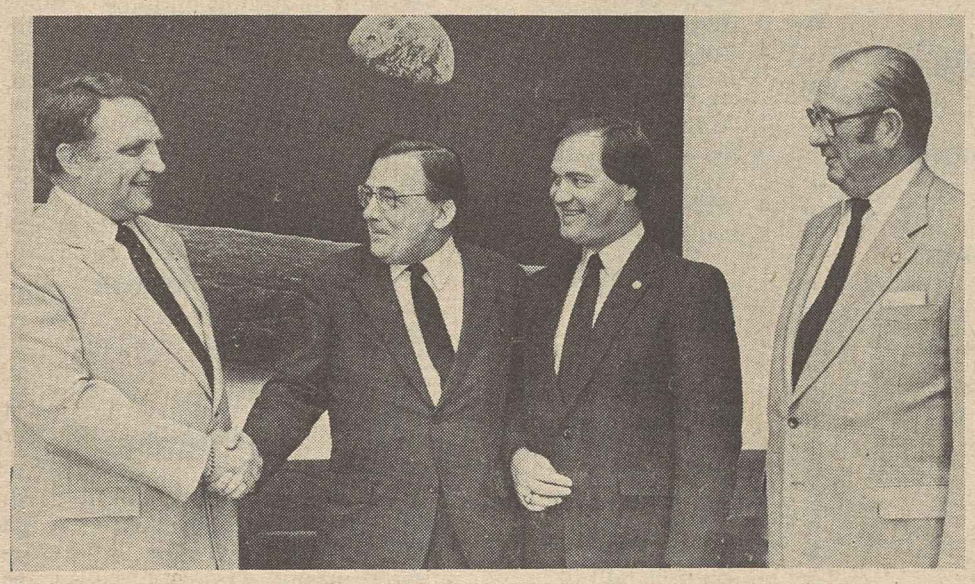
The AFL-CIO protested that the rule is inadequate and urged that the chemicals be identified also by their chemical names placed on the label.

The industry favors the data sheets, but the major drawback to this, Seminario warned, is that the data sheets are usually incomplete, inaccurate and misleading, and that workers have to ask their employers for access to the data.

Employers in the manufacturing segment will be required to have a written hazard communication program, including provisions for labels, material safety data sheets and training, as well as a list of hazardous chemicals used in the workplace.

None of the provisions of the standard goes into effect until Nov. 25, 1985, when chemical manufacturers and importers of chemicals will have to meet the requirements for labeling and data sheets.

Manufacturing employers will be given until May 27, 1986, to label certain in-plant containers, to train workers and develop a written hazard communication program.



Police Association leaders

AFL-CIO President Lane Kirkland congratulates Robert B. Kleismet, left, recently installed as president of the Union of Police Associations for a five-year term. He succeeds Edward J. Kiernan, right, who was elected to be president emeritus. Second from right is IUPA Sec.-Treas. David E. Baker.

House vote to sidetrack tax reform

The House on Nov. 17 voted 214-204 against considering a revenue-raising tax reform bill approved by the Ways & Means Committee and labor-supported amendments to strengthen it.

Right votes (R) for considering the legislation were cast by 191 Democrats and 13 Republicans. Voting wrong (W) were 65 Democrats and 149 Republicans.

Numerals show congressional districts. PR—paired right; PW—paired wrong; A—absent and not paired.

ALABAMA
1. Edwards (R) W
2. Dickinson (R) W
3. Nichols (D) W
4. Bevill (D) R
5. Flippo (D) R
6. Erdreich (D) W
7. Shelby (D) W

ALASKA
AL Young (R) W

ARIZONA
1. McCain (R) W
2. Udall (D) R
3. Stump (R) W
4. Rudd (R) W
5. McNulty (D) R

ARKANSAS
1. Alexander (D) R
2. Bethune (R) W
3. Hammerschmidt (R) W
4. Anthony (D) R

CALIFORNIA
1. Bosco (D) R
2. Chappie (R) W
3. Matsui (D) R
4. Fazio (D) R
5. Burton (D) R
6. Boxer (D) R
7. Miller (D) R
8. Dellums (D) R
9. Stark (D) R
10. Edwards (D) R
11. Lantos (D) R
12. Zschau (R) W
13. Mineta (D) R
14. Shumway (R) W
15. Coelho (D) R
16. Panetta (D) R
17. Pashayan (R) W
18. Lehman (D) R
19. Lagomarsino (R) W
20. Thomas (R) W
21. Fiedler (R) W
22. Moorhead (R) W
23. Beilenson (D) R
24. Waxman (D) R
25. Roybal (D) R
26. Berman (D) R
27. Levine (D) R
28. Dixon (D) R
29. Hawkins (D) PR
30. Martinez (D) R
31. Dymally (D) PR
32. Anderson (D) W
33. Dreier (R) W
34. Torres (D) R
35. Lewis (R) PW
36. Brown (D) R
37. McCandless (R) W
38. Patterson (D) R
39. Dannemeyer (R) W
40. Badham (R) W
41. Lowery (R) W
42. Lungren (R) W
43. Packard (R) W
44. Bates (D) R
45. Hunter (R) W

COLORADO
1. Schroeder (D) W
2. Wirth (D) R
3. Kogovsek (D) R
4. Brown (R) W
5. Kramer (R) W
6. Schaefer (R) W

CONNECTICUT
1. Kennelly (D) R
2. Gejdenson (D) R
3. Morrison (D) R
4. McKinney (R) W
5. Ratchford (D) R
6. Johnson (R) R

DELAWARE
AL Carper (D) W

FLORIDA
1. Hutto (D) W
2. Fuqua (D) W
3. Bennett (D) R
4. Chappell (D) R
5. McCollum (R) W
6. MacKay (D) R
7. Gibbons (D) R
8. Young (R) W
9. Bilirakis (R) R
10. Ireland (D) W
11. Nelson (D) R
12. Lewis (R) R
13. Mack (R) W
14. Mica (D) W
15. Shaw (R) W
16. Smith (D) R
17. Lehman (D) R
18. Pepper (D) R
19. Fascell (D) R

GEORGIA
1. Thomas (D) W
2. Hatcher (D) R
3. Ray (D) PW
4. Levitas (D) R
5. Fowler (D) R
6. Gingrich (R) W
7. Darden (D) W
8. Rowland (D) W
9. Jenkins (D) A
10. Barnard (D) W

HAWAII
1. Heftel (D) R
2. Akaka (D) R

IDAHO
1. Craig (R) W
2. Hansen (R) W

ILLINOIS
1. Hayes (D) R
2. Savage (D) R
3. Russo (D) R
4. O'Brien (R) W
5. Lipinski (D) R
6. Hyde (R) W
7. Collins (D) A
8. Rostenkowski (D) R
9. Yates (D) R
10. Porter (R) W
11. Annunzio (D) R
12. Crane, Philip (R) W
13. Erlenborn (R) W
14. Corcoran (R) W
15. Madigan (R) W
16. Martin (R) W
17. Evans (D) R
18. Michel (R) W
19. Crane, Dan (R) W
20. Durbin (D) R
21. Price (D) R
22. Simon (D) A

INDIANA
1. Hall (D) R
2. Sharp (D) R
3. Hiler (R) W
4. Coats (R) W
5. Hillis (R) W
6. Burton (R) W
7. Myers (R) W
8. McCloskey (D) R
9. Hamilton (D) R
10. Jacobs (D) R

IOWA
1. Leach (R) A
2. Tauke (R) W
3. Evans (R) W
4. Smith (D) W
5. Harkin (D) W
6. Bedell (D) W

KANSAS
1. Roberts (R) W
2. Slattery (D) R
3. Winn (R) W
4. Glickman (D) R
5. Whittaker (R) W

KENTUCKY
1. Hubbard (D) W
2. Natcher (D) W
3. Mazzoli (D) R
4. Snyder (R) W
5. Rogers (R) W
6. Hopkins (R) W
7. Perkins (D) W

LOUISIANA
1. Livingston (R) W
2. Boggs (D) W
3. Tauzin (D) W
4. Roemer (D) W
5. Huckaby (D) W
6. Moore (R) R
7. Breaux (D) W
8. Long (D) R

MAINE
1. McKernan (R) W
2. Snowe (R) W

MARYLAND
1. Dyson (D) W
2. Long (D) R
3. Mikulski (D) W
4. Holt (R) W
5. Hoyer (D) R
6. Byron (D) W
7. Mitchell (D) R
8. Barnes (D) R

MASSACHUSETTS
1. Conte (R) W
2. Boland (D) R
3. Early (D) W
4. Frank (D) R
5. Shannon (D) R
6. Mavroules (D) R
7. Markey (D) R
8. O'Neill (D) Speaker
9. Moakley (D) R
10. Studds (D) R
11. Donnelly (D) R

MICHIGAN
1. Conyers (D) R
2. Pursell (R) W
3. Wolpe (D) R
4. Siljander (R) W
5. Sawyer (R) W
6. Carr (D) W
7. Kildee (D) R
8. Traxler (D) R
9. Vander Jagt (R) R
10. Albosta (D) W
11. Davis (R) W
12. Bonior (D) R
13. Crockett (D) R
14. Hertel (D) R
15. Ford (D) R
16. Dingell (D) R
17. Levin (D) R
18. Broomfield (R) W

MINNESOTA
1. Penny (D) R
2. Weber (R) W
3. Frenzel (R) R
4. Vento (D) R
5. Sabo (D) R
6. Sikorski (D) R
7. Stangeland (R) W
8. Oberstar (D) W

MISSISSIPPI
1. Whitten (D) W
2. Franklin (R) W
3. Montgomery (D) W
4. Dowdy (D) A
5. Lott (R) W

MISSOURI
1. Clay (D) A
2. Young (D) W
3. Gephardt (D) R
4. Skelton (D) W
5. Wheat (D) R
6. Coleman (R) W
7. Taylor (R) W
8. Emerson (R) W
9. Volkmer (D) R

MONTANA
1. Williams (D) R
2. Marlenee (R) W

NEBRASKA
1. Bereuter (R) W
2. Daub (R) W
3. Smith (R) W

NEVADA
1. Reid (D) R
2. Vucanovich (R) W

NEW HAMPSHIRE
1. D'Amours (D) W
2. Gregg (R) W

NEW JERSEY
1. Florio (D) R
2. Hughes (D) R
3. Howard (D) R
4. Smith (R) W
5. Roukema (R) R
6. Dwyer (D) R
7. Rinaldo (R) W
8. Roe (D) R
9. Torricelli (D) R
10. Rodino (D) R
11. Minish (D) R
12. Courter (R) W
13. Forsythe (R) W
14. Guarini (D) R

NEW MEXICO
1. Lujan (R) W
2. Skeen (R) W
3. Richardson (D) W

NEW YORK
1. Carney (R) W
2. Downey (D) R
3. Mrazek (D) R
4. Lent (R) W
5. McGrath (R) W
6. Addabbo (D) R
7. Ackerman (D) R
8. Scheuer (D) R
9. Ferraro (D) R
10. Schumer (D) R
11. Towns (D) R
12. Owens (D) R
13. Solarz (D) A
14. Molinari (R) W
15. Green (R) W
16. Rangel (D) R
17. Weiss (D) R
18. Garcia (D) R
19. Biaggi (D) W
20. Ottinger (D) R
21. Fish (R) W
22. Gilman (R) W
23. Stratton (D) R
24. Solomon (R) W
25. Boehlert (R) W
26. Martin (R) W
27. Wortley (R) W
28. McHugh (D) R
29. Horton (R) W
30. Conable (R) R
31. Kemp (R) A
32. LaFalce (D) R
33. Nowak (D) R
34. Lundine (D) W

NORTH CAROLINA
1. Jones (D) W
2. Valentine (D) R
3. Whitley (D) R
4. Andrews (D) R
5. Neal (D) R
6. Britt (D) R
7. Rose (D) R
8. Hefner (D) R
9. Martin (R) W
10. Broyhill (R) W
11. Clarke (D) R

NORTH DAKOTA
AL Dorgan (D) PR

OHIO
1. Luken (D) R
2. Gradison (R) W
3. Hall (D) R
4. Oxley (R) W
5. Latta (R) W
6. McEwen (R) W
7. DeWine (R) W
8. Kindness (R) W
9. Kaptur (D) R
10. Miller (R) W
11. Eckart (D) R
12. Kasich (R) W
13. Pease (D) R
14. Seiberling (D) R
15. Wylie (R) R
16. Regula (R) W
17. Williams (R) W
18. Applegate (D) R
19. Feighan (D) R
20. Oakar (D) R
21. Stokes (D) R

OKLAHOMA
1. Jones (D) R
2. Synar (D) W
3. Watkins (D) W
4. McCurdy (D) R
5. Edwards (R) W
6. English (D) W

OREGON
1. AuCoin (D) W
2. Smith (R) W
3. Wyden (D) W
4. Weaver (D) W
5. Smith, Denny (R) W

PENNSYLVANIA
1. Foglietta (D) R
2. Gray (D) R
3. Borski (D) R
4. Kolter (D) R
5. Schulze (R) W
6. Yatron (D) R
7. Edgar (D) R
8. Kostmayer (D) R
9. Shuster (R) W
10. McDade (R) W
11. Harrison (D) R
12. Murtha (D) R
13. Coughlin (R) W
14. Coyne, William (D) R
15. Ritter (R) W
16. Walker (R) W
17. Gekas (R) W
18. Walgren (D) R
19. Goodling (R) W
20. Gaydos (D) R
21. Ridge (R) W
22. Murphy (D) R
23. Clinger (R) W

RHODE ISLAND
1. St Germain (D) R
2. Schneider (R) W

SOUTH CAROLINA
1. Hartnett (R) W
2. Spence (R) W
3. Derrick (D) R
4. Campbell (R) W
5. Spratt (D) R
6. Tallon (D) W

SOUTH DAKOTA
AL Daschle (D) W

TENNESSEE
1. Quillen (R) R
2. Duncan (R) R
3. Lloyd (D) W
4. Cooper (D) R
5. Boner (D) W
6. Gore (D) W
7. Sundquist (R) R
8. Jones (D) W
9. Ford (D) R

TEXAS
1. Hall, Sam (D) R
2. Wilson (D) R
3. Bartlett (R) W
4. Hall, Ralph (D) W
5. Bryant (D) R
6. Gramm (R) W
7. Archer (R) W
8. Fields (R) W
9. Brooks (D) W
10. Pickle (D) R
11. Leath (D) W
12. Wright (D) R
13. Hightower (D) W
14. Patman (D) W
15. de la Garza (D) R
16. Coleman (D) R
17. Stenholm (D) W
18. Leland (D) R
19. Hance (D) A
20. Gonzalez (D) W
21. Loeffler (R) W
22. Paul (R) W
23. Kazen (D) W
24. Frost (D) W
25. Andrews (D) R
26. Vandergriff (D) W
27. Ortiz (D) R

UTAH
1. Hansen (R) PW
2. Marriott (R) W
3. Nielson (R) W

VERMONT
AL Jeffords (R) W

VIRGINIA
1. Bateman (R) W
2. Whitehurst (R) W
3. Bliley (R) W
4. Sisisky (D) R
5. Daniel (D) W
6. Olin (D) R
7. Robinson (R) W
8. Parris (R) W
9. Boucher (D) W
10. Wolf (R) W

WASHINGTON
1. Pritchard (R) A
2. Swift (D) R
3. Bonker (D) R
4. Morrison (R) W
5. Foley (D) R
6. Dicks (D) R
7. Lowry (D) R
8. Chandler (R) W

WEST VIRGINIA
1. Mollohan (D) R
2. Staggers (D) R
3. Wise (D) R
4. Rahall (D) R

WISCONSIN
1. Aspin (D) R
2. Kastenmeier (D) R
3. Gunderson (R) W
4. Zablocki (D) R
5. Moody (D) R
6. Petri (R) R
7. Obey (D) R
8. Roth (R) W
9. Sensenbrenner (R) W

WYOMING
AL Cheney (R) W

EDITORIALS

Remembering Kennedy

AMERICA'S WORKERS and their unions mourned John F. Kennedy as they would a friend, and for good reason.

Those of us old enough to have borne witness don't need the newspaper and television features on the 20th anniversary of his assassination to refresh our memory. But a generation of Americans has entered the trade union movement since then, and they should know that it is not some romantic notion of Camelot that we mourn. It is a type of presidential leadership that is sorely missed.

The President Kennedy we remember spoke to the AFL-CIO convention in New York on Nov. 14, 1963.

It was just over three years since he had been elected with labor's staunch support by the hairsbreadth margin of about one vote per precinct. And it was just eight days before his death.

There had been solid economic progress, but Kennedy did not dwell on it. But let his words speak for him.

"Even with this extraordinary economic progress, we still have an unemployment rate of 5½ percent, four million people out of work.

"So while we take some satisfaction in what we have done and tried to do, this group knows more than any how much we still have left to do, and I hope the day will never come when the AFL-CIO will be satisfied with anything less than the best.

"When there are so many people out of work, it affects the whole economic climate . . . makes it more difficult for those of you who speak for labor at the bargaining table to speak with force.

THIS ISSUE OF economic security, of jobs, is the basic issue facing the United States in 1963 and I wish we could get everybody talking about it. A quarter of the people we are talking about are out of work 15 weeks or longer, and their families feel it.

"Last year's loss of manhours in terms of those willing but unable to find full-time work was equivalent to shutting down the entire country for three weeks with no pay. That is an intolerable waste for this rich country of ours.

"This nation needs the passage of our civil rights bill, but no one gains from a fair employment practice bill if there is no employment to be had.

"To make that legislation effective, we need jobs in the United States.

"This nation must improve its education. But the best schools, the best teachers, the best books are of no avail if there are no jobs. The out-of-work college graduate is just as much out of work as a school dropout.

"Strength abroad requires strength at home . . . and strength at home in the final analysis depends on the economy of the United States. If we move from recession to recession . . . if we end up that recession with eight or nine million people out of work, what then is going to be said about the Leader of the West?

"We can maintain our commitments, we can strengthen the cause of freedom, we can provide equality of opportunity only if we provide for a growing and buoyant and progressive economy here in the United States."

Another Viewpoint

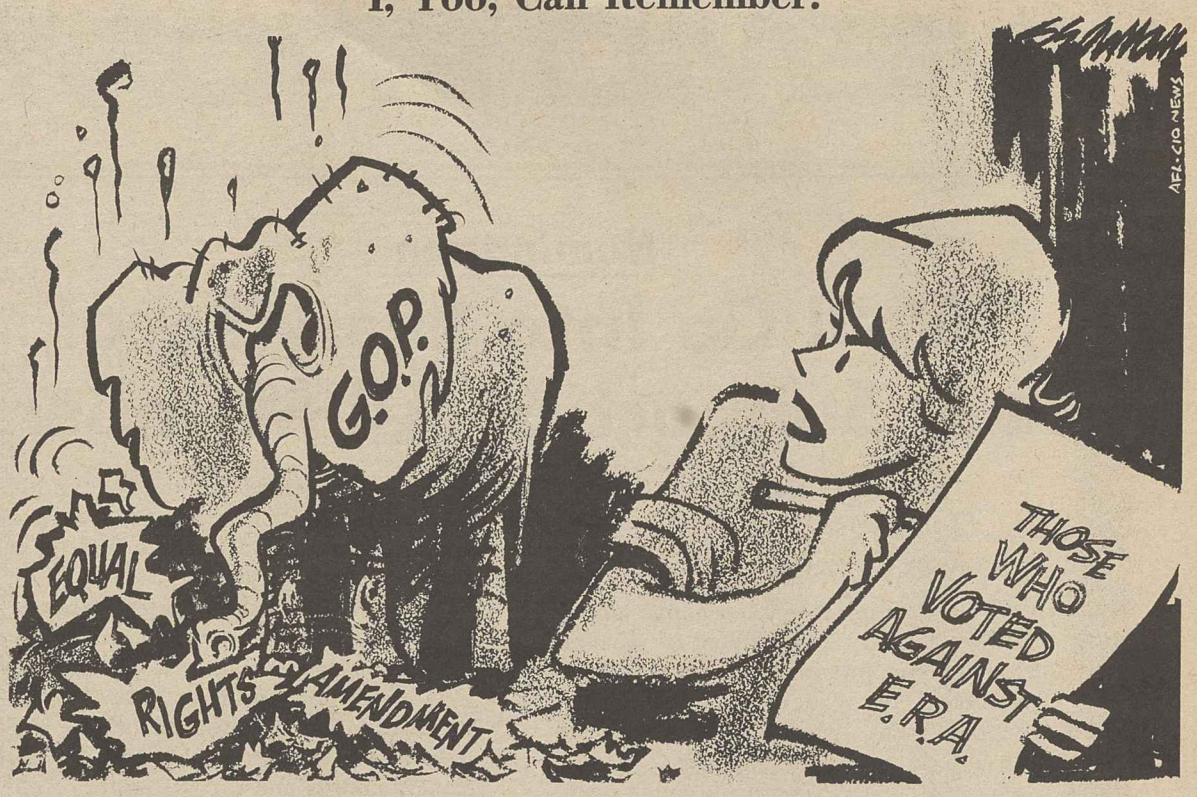
IF AN UNEMPLOYMENT RATE of 5.5 percent affecting four million workers so concerned President Kennedy, what should be said of today's 8.8 percent rate that has left nearly 10 million Americans jobless?

For the record, this is what President Reagan said in his Nov. 19 radio broadcast to the nation:

"Even the most committed pessimists are reluctantly concluding that America is enjoying one humdinger of an economic recovery. We're looking at an economy whose engines are humming with open track ahead."

And that's one humdinger of a lot of people waiting at the plant gates for that humming engine of recovery to pick them up.

'I, Too, Can Remember!'



Washington Window

Industrial strategy bills spark Capitol Hill debate

By Press Associates, Inc.

The debate about whether the United States needs an industrial policy has now moved to Capitol Hill, where proposals long advocated by organized labor have been advanced by congressional Democrats.

The legislation would establish a Council on Industrial Competitiveness comprising labor, business and government representatives, to formulate policies to reverse the long-term decline of domestic industries and of U.S. competitiveness in vital world markets.

Critics of industrial policy, from media commentators to Reagan Administration officials, have been hard at work in erecting arguments against such efforts. Here are some of their criticisms and some facts in rebuttal:

Criticism: The current economic recovery shows that an industrial policy isn't needed.

Fact: Despite the partial recovery from the Reagan Recession, the official unemployment rate is still 8.8 percent. Some 16 million Americans today are victims of full or partial unemployment.

Ten years ago, full employment was defined at 3 or 4 percent "structural" unemployment. Today the President's Council of Economic Advisers estimates structural unemployment to be about 7 percent—that is, over 7 million people who won't be able to find jobs even after a full recovery.

The economy's deep-rooted structural problems are best illustrated by unemployment trends over the past 20 years. Each recession during this period has raised the peak jobless rate over the level of the prior recession.

There is no reason to believe the current recovery, by itself, will lead to labor's goals of full employment and balanced growth.

Criticism: An industrial policy would mean trying to protect "smokestack" industry losers and to pick high-tech winners.

Fact: To remain strong, the nation needs both its basic manufacturing and its emerging growth industries. The proposed legislation wouldn't favor any one sector, but would help all sectors adapt to the realities of international competition.

European nations and Japan have been gaining over the United States in world trade largely because their governments have had industrial policies which have been coordinated with their trade policies. These policies are geared to penetrating foreign markets and protecting their own.

Criticism: An industrial policy won't be necessary if better general economic policies—macroeconomic policies to reduce deficits and lower interest rates—are followed.

Fact: Better macroeconomic policies in no way contradict the need for specific, targeted industrial policies. In fact, both are needed to reverse the trend of declining industries, communities and living standards.

Macroeconomic spending and tax policies have proved useful in the past as countercyclical tools to moderate sharp downturns and inflationary upswings in business cycles. But they have not been able to halt the economy's long-term drift.

Criticism: An industrial policy would mean too much government intervention in the "free market."

Fact: By whatever name, the United States has had its industrial policies for more than a century. Federal land grants to build the transcontinental railroads are one example. Today, there is a hodgepodge of uncoordinated, multi-billion dollar industrial policies in the form of tax breaks and credits and loan guarantees and trade laws and more.

This accumulation of backdoor policies should be replaced by a coordinated industrial policy formed openly through public debate. The forum for achieving such a policy would be the Council on Industrial Competitiveness.

AFL-CIO news

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VOL. 28, NO. 47 SATURDAY, NOVEMBER 26, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
American Federation of Labor and Congress of Industrial Organizations

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MEMO FROM COPE

Nomination

'We'll Go Into Every Local, Seek Support of All Members'

By John Perkins
Director of COPE

(Second of Two Articles)

The AFL-CIO's decision to try to enlarge labor's political role through early endorsement of a candidate in the nominating process—now implemented by the endorsement of Walter Mondale—springs from our disappointment with the impact we've had on the process in recent presidential years.

In 1972, and again in 1976, we urged union members to run as delegates to the Democratic convention on all the major candidate slates, and this didn't work so well. We tried getting our people to run uncommitted, and that didn't work so well, either.

In 1976 and 1980, we were faced as well with the problem of international unions going off with endorsements of their own, working at cross-purposes in behalf of different candidates for the nomination.

That meant that labor people, labor efforts, labor money, and other labor resources were fighting one another and, in effect, canceling one another out.

After the 1980 campaign and the election of Ronald Reagan, we decided we ought to come up with a new approach. Federation President Lane Kirkland appointed a committee of the Executive Council to explore the feasibility of an early endorsement in the presidential nominating process.

The committee reported that, yes, it would be feasible, provided that our affiliated international unions agreed not to get out front with endorsements of their own and provided that a consensus of at least two-thirds of the AFL-CIO General Board supported any recommendation of endorsement.

As it turned out, those conditions were met, and the timing was such that we had the added authority of the AFL-CIO convention.

But earlier in this process, I recall Kirkland saying to the Executive Council: "We've tried everything else. Why don't we try unity?"

We're trying it now, and so far it feels great.

We are well aware that there are risks, at least in the minds of some of our critics, some of our friends, and some of ourselves.

Number one, there is the risk of under-performance, of being less effective than we hope to be. If that happens, the news media and, for that matter, a lot of our foes would have a field day talking about labor as a political paper tiger.

Well, so what? I say that win or lose, we'll be able to hold our heads high when it's over. We'll do our job and we'll do it well.

Risk number two is the perception that will be fostered, again by the media and by many of our political opponents, that the labor movement is out to take over the Democratic Party, or the party out to absorb the labor movement.

That's nonsense.

We have no ambition to take over the Democratic Party. We've got our hands full being a labor movement and doing our best to represent the interests of our members.

There is no indication, and no inclination that I can see, that the Democratic Party wants to swallow us up. And I think if any party ever tried, we'd stick in their throats like the wrong part of the artichoke.

Finally, and most important of all, there is the risk of divisions within our ranks and recriminations if things don't work out exactly as we'd like.

All I can say is that we walked into this whole undertaking with our eyes open. Leaders of our unions undertook a great deal of study and discussion before they agreed that we should have the option of early endorsement and to exercise it, if union members supported that action.

The support that our unions found among their members was overwhelming. With only a very few exceptions, representing a tiny fraction of AFL-CIO membership, there was agreement that, yes, there was reason to endorse a candidate, to do so early, and to do it in behalf of Walter Mondale.

I don't mean to suggest that union members are unanimous in their preference. It would be foolish to expect that. Among free men and women, with minds of their own, you are going to find the whole spectrum of political views.

But we're not writing off a single one of them. We'll go into every local, and we will seek the support of all our members—male, female, black, Hispanic, white, young or old—for the candidate we've endorsed, because we believe Walter Mondale is the best candidate for all workers and trade unionists and for the future of our country.

We believe union members will give Walter Mondale their support. A media poll just after our endorsement found that 35 percent of our members say they are influenced by a labor endorsement. The media interpreted this to mean support is thin, but as poll results go, it's a tremendous vote of confidence. As a rule, 95 percent of voters automatically deny paying attention to *anybody's* endorsement.

I say that if we have that much for openers, once we reach them with campaign material and letters and on-the-job-discussion, that nucleus will balloon dramatically.

The media also belittled the soundings taken by our affiliated unions to seek out the sentiments of their members about the endorsement. The media claimed it was unrepresentative because "only" one-third of members recalled their union asking how they felt—that would be nearly five million of them.

Let me point out that the same media swallow whole a Gallup poll or a Harris poll that samples fewer than 2,000 Americans. They take it as gospel truth that the findings reflect and define the feelings on any issue of the whole population. A survey that reaches five million Americans is perhaps a thousand times larger than any other in the history of opinion research.

Therefore, we're not about to let the media deride our capabilities or minimize our efforts either to ascertain how our members feel or to persuade them to support our candidate.

Every politically active union member should walk tall and walk proud in this crucial undertaking. We have taken the first step toward the ultimate and critical objective: to send Ronald Reagan back to the ranch and to send our friend Walter Mondale to the White House.

Odds 'n Ends

IT'S NO SURPRISE that shoot-from-the-lip former Interior Secretary James Watt winds up going to work for Heritage Foundation, a conservative think-tank. Will write articles, give speeches in role as "visiting distinguished fellow in energy and natural resources policy," a description many might dispute. Heritage Foundation brings Watt and union-busting brewer Joe Coors together again. Coors, a Coloradoan like Watt, helped found Heritage with seed money and hired Watt in 1977 as his head honcho in another Coors right-wing operation, the Mountain States Legal Foundation.

MATTER OF FACT, Heritage Foundation is becoming haven for ex-Reagan Administration folks. Along with Watt, others who've jumped from Administration to Heritage for periods of varying length are former National Security Adviser Richard V. Allen, Treasury Under Secretary Norman Ture, Council of Economic Advisers member Steve Hanke, National Security Council staffer Richard Pipes.

IT'S A TIE in balloting among 26 history and political science professors to pick the Number One U.S. senator of all time. Asked to list 10 nominees each, 24 of them included Henry Clay of Kentucky and Robert (Fighting Bob) LaFollette of Wisconsin. John Calhoun (S.C.) and Daniel Webster (Mass.) each got 23 votes. Among modern senators, top vote-getters were Robert A. Taft (Ohio), Hubert Humphrey (Minn.), Lyndon Johnson (Texas), J. William Fulbright (Ark.), Richard Russell (Ga.).

CAMPAIGN SPENDING in state legislative elections is soaring. Spurred by PAC funds—many of them national corporate PACs, not merely state PACs—outlays more than doubled in some states from one election to the next. In California, from $21 million spent in 1978 to $42.9 million in 1982. In Michigan, from $3.8 million in 1980 to $8 million in 1982. In Illinois, $24 to $36 million 1978-1982.

Him, But Not Me

"Mr. Carter is acting as if someone else was responsible for a budget deficit for this fiscal year of $30 billion or more."

—Candidate Reagan 1980

"I think we should remember these ($200 billion) deficits didn't just spring up in 1,000 days. They're the product of too many years of tax and tax and spend and spend."

—President Reagan 10/19/83

Book Review

Everything You Wanted to Know About Reagan...but Were Afraid of Finding Out

On Reagan: The Man & His Presidency

By Ronnie Dugger

(McGraw-Hill; 617 pp—$19.95)

This book is devastating.

As no other book has done, it tells the whole Reagan political story:

- How he was recruited into seeking political office by a small band of ultra-conservative millionaires.
- How this same band—growing as his chances grew—financed his early political campaigns.
- How he began his active political life of them, by them and for them.
- How he has remained of them, by them and for them;
- How his weekly radio broadcasts after he left the statehouse in California were forums for all the notions and catch-phrases ultra-conservatives have used for decades to arouse public suspicion of government.
- How these broadcasts were really *broadsides* against the people-helping programs enacted during and since the New Deal.

Damning as the entire book is, the most damning indictment against Ronald Reagan is the words that come from his own mouth and reflect his own mind in the previously unpublished transcripts of these broadcasts.

Nowhere is compassion evident. The targets of scorn, or question, or suspicion are the poor on welfare, the poor on food stamps, the poor on Medicaid, the poor filling public service jobs, working people, unemployed people—these and others, all the easy and convenient targets for those who think the 40 years leading up to the Reagan presidency were the American Dark Ages, and the three years since, our Renaissance.

Reagan's consistent villain is government. The consistent heroes are the business leaders who chafe under its severe regulations and who'd lead us into the Millenium if only oppressive government would "get off their backs."

The book provides a haunting preview of a Reagan presidency. It tells you exactly what we'd get, and it turns out that's exactly what we got.

Ronnie Dugger has performed a magnificent public service.

The book is a treasure. It's a steal at $19.95.

Court bars revival of sweatshop era

Donovan hit for acting capriciously

A federal appellate court ordered the Labor Dept. to reinstate a ban on industrial homework and tongue-lashed Labor Sec. Raymond J. Donovan for his "arbitrary and capricious" attempt to exempt the 63,000 workers employed in the manufacture of knitted outerwear and swimsuits.

The unanimous decision by a three-judge panel of the U.S. Court of Appeals for the District of Columbia came on a suit initiated by the Ladies' Garment Workers. Joining in the legal challenge were the Clothing & Textile Workers, a number of employers who would face unfair competition from a return to the era of kitchen sweatshops, and state officials in New York and California.

An administration can't pick and choose which of the laws passed by Congress it wishes to enforce, regardless of how it may interpret its election mandate, the court chided.

Not above the law

The opinion, by Judge Harry T. Edwards, stressed that unless the Executive Branch can persuade Congress to change the laws it doesn't like, it must carry them out.

A lower court judge had ruled in favor of the Labor Dept. in the case, holding that the department's decision should be given "extreme deference" since it presumably was in the best position to decide how the Fair Labor Standards Act, on which the ban on industrial homework was based, should be enforced.

The appellate court found, however, that the Secretary of Labor had failed to present a reasonable explanation for his actions or any factual data to contradict the documented history of wage-hour violations when industrial homework is allowed. The court said it simply couldn't accept Donovan's unsupported assertion that the problems of wage-hour enforcement that caused the ban on industrial homework to be imposed no longer exist.

The prohibition on industrial homework was imposed in 1942 on the basis of extensive studies showing that wage-hour laws and restrictions on child labor were violated in the vast majority of cases where industrial work was performed at home. The prohibition applied to the seven industries where industrial homework was most prevalent—jewelry manufacturing, gloves and mittens, knitted outerwear, button and buckle manufacturing, women's apparel, handkerchief manufacturing, and embroidery.

Initial action

Although the pressure to rescind the ban came from an operation in Vermont that farmed out the home knitting of sweaters, Donovan initially proposed to revoke restrictions on homework in all seven of the protected industries.

His proposal was met by outrage from the trade union movement, from Congress and from the vast majority of some 10,000 letters and statements received by the

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AFL-CIO news

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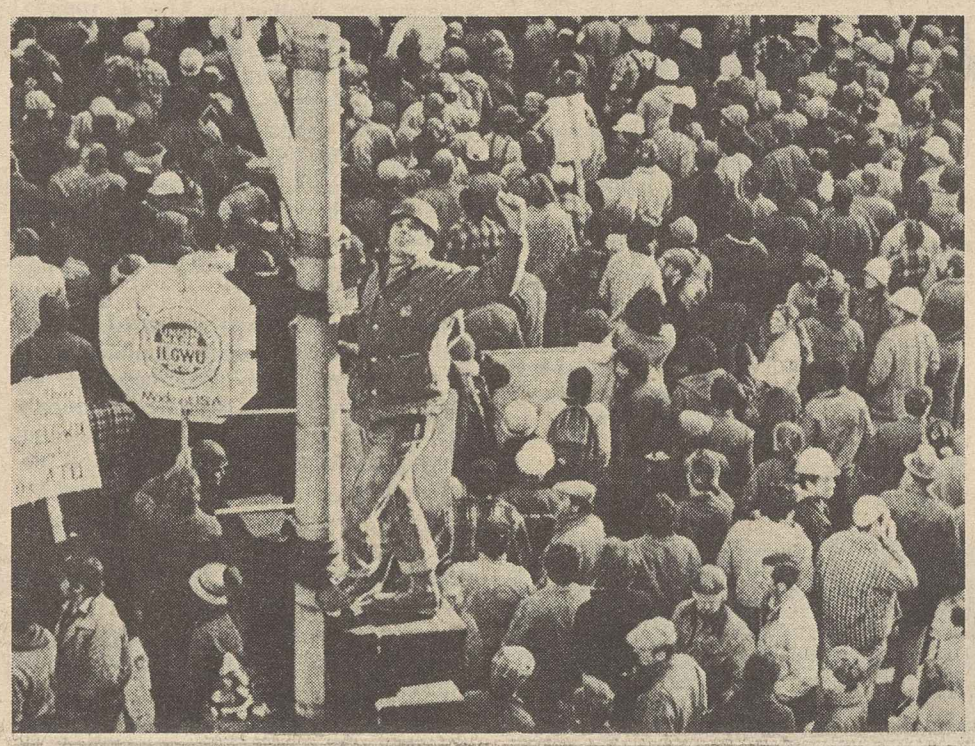
SATURDAY
DECEMBER 3, 1983

Strikers tell Greyhound get negotiations rolling



Boston's union members demonstrate support for Greyhound bus strikers.

Ultimatum rejected by 96.6% vote

The Amalgamated Transit Union put a new contract proposal in the hands of federal mediators and called on Greyhound management to negotiate an end to a strike that has brought the nation's largest bus line to a near-halt and rallied trade union and community support.

Just days before, union members voted 96.6 percent rejection of Greyhound's latest giveback demand—a package of pay and benefit cuts in which a 7.8 percent wage reduction was only the tip of the iceberg. The vote 9,181 to 325.

Following the vote, the ATU's Council of Greyhound Locals met in Washington with the director of the Federal Mediation & Conciliation Service, Kay McMurray, and worked on details of a union proposal intended to break the bargaining deadlock.

The 31-member council also heard AFL-CIO Sec.-Treas. Thomas R. Donahue pledge continued trade union support for a boycott that left Greyhound depots in most cities virtually deserted over the busy Thanksgiving holiday period while the rival Trailways line came close to doubling its normal ridership, leased additional buses to meet the demand and recalled drivers on layoff.

Company response

Greyhound's initial response to the overwhelming rejection vote was still more of the tough-talk ultimatum that has marked its bargaining posture.

The company said it has "no choice" but to replace its striking workers. Each permanent strikebreaker it hires adds to "the disappearance of the jobs once held by current employees," the company warned bluntly in full-page advertisements run in 200 newspapers across the country.

Its advertising campaign—a costly investment in union-busting—used salary comparisons that union researchers found either outrageously misleading or com-

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House, Senate divisions widen in first session

By David L. Perlman

The first session of the 98th Congress opened with a bipartisan consensus on the need to change the nation's economic course, but ended with the Democratic majority in the House and the Republican-controlled Senate on divergent paths.

Joblessness was still at double-digit levels when Congress convened last winter, and both Democrats and Republicans read the results of the midterm elections as a voter rebuff to President Reagan's domination of the legislative process. The previous Congress had twitched whenever the White House pulled a string.

Propelled by a sense of urgency, the new Congress approved a first-phase jobs bill that appropriated $4.3 billion to pump up programs to put people to work quickly.

It was followed by adoption of a budget that set spending ceilings for most domestic programs significantly higher than President Reagan had proposed. The congressional budget also left room for funding additional programs that had not yet been enacted to help the unemployed and to speed economic recovery.

These added programs were supposed to be Phase Two of the jobs program. But as the economy moved back from the brink of a 1930s-type Depression and the focus shifted from the 1982 election results to the forthcoming 1984 campaign, the Senate shied away from confrontation with the Administration.

As AFL-CIO Legislative Director Ray Denison sees it, the House Democratic leadership shared labor's concern for the plight of 10 million Americans still jobless despite a fragile economic pickup.

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Mondale to address regional rallies

The 1984 version of the AFL-CIO's annual series of regional conferences will emphasize labor's involvement in the political process and the importance of the coming elections. The conferences will be supplemented by state meetings throughout the year.

Highlight of each of the 1984 conferences will be a union membership rally attended by Democratic presidential candidate Walter F. Mondale, other COPE-endorsed candidates, Federation President Lane Kirkland and Sec.-Treas. Thomas R. Donahue.

Unlike the conferences held during the last three years, which covered a wide range of issues, workshops preceding each rally will focus primarily on COPE "nuts and bolts" programs. Workshop attendance will be by invitation and limited to trade unionists recommended by AFL-CIO affiliates and state and central labor bodies.

The workshops will stress mobilizing rank and file participation in political party caucuses and primaries and in the party delegate selection process. They also will cover internal union activities such as telephone canvassing, membership surveys, direct mailings and get-out-the-vote drives.

Other workshops will cover legislative issues and activities conducted by the Dept. of Organization & Field Services. As in recent years, workshop participants will have the opportunity to comment on the AFL-CIO program as viewed by their members.

While scheduling still is tentative, probable dates for the first four union membership rallies are: Jan. 27, Seattle; Feb. 4, Boston; Feb. 11, Des Moines, and Mar. 3, Miami.

Workshop sessions, at most conferences, are expected to start in the afternoon of the day prior to the rallies. Three of six workshops would be held the first day and the remaining three workshops on the morning of the second day.

Details of the complete conference schedule will be announced shortly.

Additional information on the 1984 regional conferences is available from Janet Hyland, AFL-CIO COPE, 815-16th Street, N.W., Washington, D.C. 20006 (202) 637-5104.

The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

12/3/83

Worker delegates to ILO session in Geneva are, from left, Clifford O. Nolan of Australia, John Sveningsen of Denmark, Director Irving Brown of AFL-CIO Dept. of International Affairs and Marc Blondel of France.

ILO insists Suriname act on murders of unionists

Geneva—The International Labor Organization is pressing Suriname officials to initiate an "independent judicial inquiry" to determine who is responsible for the murders of trade union leaders while in military custody last December.

Acting on the recommendation of its Freedom of Association Committee, the ILO Governing Body overruled the Suriname government's objection that the summons violated its "sovereignty."

Irving Brown, U.S. worker delegate on the executive council of 56 union, government and employer representatives, denounced the assassination of Cyrill Daal and other free trade unionists as "horribly atrocious acts" that violated all civilized standards.

Brown, the AFL-CIO's director of international affairs, noted that no provision in the ILO conventions on freedom of association entitled a government to "deprive trade unionists of their right to make political choices and to be in relation with political parties."

Daal was president of the Moederbond, a federation affiliated with the International Confederation of Free Trade Unions.

An ILO fact-finding mission learned in Suriname that the Moederbond's call for a "return to democracy" had provoked the ire of the Revolutionary Front government.

The Freedom of Association Committee also reported that Daal had been labeled "subversive" because of his "criticism of the government's socialization process."

Results in Argentina

At the same time it was mounting pressure in defense of trade union rights in Suriname, the ILO received acknowledgement of the effectiveness of such pressure from Argentina.

Argentine labor minister Hector Villaveiran told the Governing Body that the ILO's determined support had been instrumental in moving his country toward "normal" trade union relations.

Meanwhile, the Soviet Union and Eastern block representatives told the Governing Body that they would oppose any use of their ILO contributions to finance the work of the commission of inquiry that the ILO appointed to probe the situation in Poland.

Western bloc delegates saw this threat as foreshadowing further moves by Moscow to hamstring the ILO machinery for monitoring how governments respect their commitments.

An attempt by the Soviet bloc to use the Governing Body as a propaganda sounding board failed when no action was taken on an East German resolution on the participation of women in promoting international peace and cooperation.

Appellate court restores ban on home factories

Continued from Page 1

Labor Dept. during the period set aside for public comment on the proposed regulations.

As the appellate court noted, the comments included a stern warning from five former Secretaries of Labor—who had served in Democratic and Republican administrations—that lifting the restrictions would "turn America back to the dark ages of industrial inhumanity."

Donovan then modified the order to apply only to the knitted outwear industry—presumably in response to pressure from the Vermont operators. But even here, the court noted, he gave no indication of even having considered a more limited exemption applicable only to rural conditions in which distance from a place of employment could be considered a factor. The decision noted that both the attorney general of Vermont and a senator from Vermont had made detailed suggestions as to how a limited exemption might be allowed under safeguards designed to prevent abuse.

Further, the appellate decision noted, the Labor Dept. itself had acted in 1980 against a manufacturer who was charged with illegally employing homeworkers in the knitted outwear industry in Vermont.

The 1980 case, brought under the Carter Administration, alleged "willful and repeated violations" of the Fair Labor Standards Act. The government investigation found that a total of $40,673 in back wages was owed to 58 homeworkers.

Union attorneys hailed the decision as a blow against sweatshops. The Labor Dept. has not indicated whether it will accept the appellate panel's ruling as final or seek a Supreme Court review.

By Building Trades

Lower exposure limit sought for asbestos

By Arlee C. Green

The AFL-CIO Building & Construction Trades Dept. called for a permanent standard for workplace exposure to asbestos one-fifth the level the Occupational Safety & Health Administration set in the emergency standard issued Nov. 4.

Meanwhile, a federal appeals court has issued a stay of the temporary emergency regulation, barring its implementation "pending a further order of the court."

OSHA, in imposing the emergency rule on the manufacturing, construction and maritime industries, said 375,000 workers face "grave danger" from asbestos exposure. The agency is required to issue a permanent standard by May 4, 1984.

The BCTD safety and health committee urged OSHA to set a permanent exposure limit 100,000 fibers of asbestos per cubic meter of air over a time-weighted, 8-hour workshift. The emergency standard set a limit of 500,000 fibers, down from the 2 million fibers allowed under the old standard.

Workshift hazard

Union safety experts warned that 500,000 fibers is a limit which permits workers to breathe over 4 million fibers over an eight-hour workshift. The rule covers only fibers longer than 5 micrometers, a category comprising about 2 percent of asbestos fibers.

BCTD President Robert A. Georgine said in endorsing the 100,000-fiber limit that "We believe this proposal standard will provide enhanced protection to construction workers from the grave risks that they presently face from occupational exposure to asbestos."

The departmental committee said the scientific and medical data relied upon by OSHA for issuing the emergency rule clearly supports the proposal submitted by the BCTD Construction Trades Dept.

Other recommendations

The BCTD proposal also recommended:

- Ceiling level limiting exposure at any time to 500,000 fibers.
- Prohibition of work practices which result in airborne asbestos fibers and restriction against removal of personal protective equipment in a regulated area.
- Requiring work practices to reduce airborne asbestos, including wet methods for all processes, except where prohibited due to electrical hazards; local exhaust ventilation in areas where asbestos is airborne; wearing of regulators at all times in regulated areas and providing disposable work clothes to each worker entering a regulated area.
- Requiring employers maintain a respiratory protection program to train workers in the proper use of respirators.

The BCTD also made recommendations on monitoring provisions, recordkeeping requirements, medical surveillance and protection for workers transferred to other jobs for medical reasons.

History of inaction

OSHA first proposed reducing the exposure level for asbestos to 500,000 fibers in 1975, but it wasn't until 1981 that a notice of proposed rulemaking was issued. However, under the Reagan Administration, action has been stiffled and a crucial report on a new study on asbestos hazards was withheld from the public for 18 months.

The asbestos industry has strongly opposed efforts to improve the standard since 1975.

The U.S. 5th Circuit Court of Appeals in New Orleans granted a stay order blocking implementation of the emergency rule in response to a suit that the Asbestos Information Association filed.

Although the court order called for supplemental briefs to be filed on the merits of the emergency standard, with oral arguments set for Jan. 12, the Labor Dept. has filed a motion to accelerate the judicial review.

OSHA's construction advisory committee is scheduled to review the proposed permanent standard on Dec. 6.

13-union coalition elects Bywater to head panel

Electronic Workers President William H. Bywater was elected chairman of the steering committee 13-union Coordinated Bargaining Committee of General Electric and Westinghouse Unions which will handle the 1985 contract talks with the companies.

Also elected were Machinists Vice President George Poulin as committee vice president and Electrical Workers International Rep. Dick Mills as treasurer.

Other unions in the bargaining coalition are the Auto Workers, Allied Industrial Workers, Sheet Metal Workers, Steelworkers, Plumbers & Pipefitters, Flint Glass Workers, Carpenters, Firemen & Oilers and the unaffiliated Teamsters and United Electrical Workers.

Non-union ripoff

Atlanta—It's cheaper to build union here, and Atlanta construction trades workers can prove it.

A contracting scandal at the state capitol prompted Electrical Workers Local 613 to run a series of radio announcements to make sure there was no doubt in the public's mind that the contractor who charged the state $81 an hour for rewiring in the capitol building was strictly non-union.

Local 613 regularly buys time to tell listeners about the IBEW and the benefits of joining the union where a journeyman's basic hourly rate is $15 an hour plus benefits.

But they launched the special spots to make sure that nobody was going to pin this one on "union wages," and to ask where that money did go.

The state legislature wants to know the answer to that one too. It turns out that three contractors—G.M.C. Remodeling, Roberts Engineering and Control-Control Enterprises, all non-union—have pocketed an eye-popping $6.28 million for capitol renovations in the last two years. According to a state investigation, the charges include an overall 41 percent mark-up for profit and overhead. But Roberts charged 159 percent on labor and 120 percent on materials for some work, and the presidents of G.M.C. and Control-Control charged the state over $281,000 over the two years in hourly wages for themselves.

The Atlanta Constitution, in its own investigation, found out that the firms had been given the jobs on the capitol by the legislature's fiscal officer, Cary Bond, without competitive bids, without formal contracts and without customary on-site inspections. Bond's own home, the newspaper said, has been built by G.M.C. for less than cost. He's been suspended.

The state's audit of the mess found that the non-union operators were submitting duplicate invoices, unsubstantiated bills for labor and materials costs, including massive overtime, and even charging the state for items generally considered part of a contractor's normal overhead like small power and hand tools and the rent for G.M.C.'s own offices as a "workshop."

Those practices also steamed the North Georgia Building & Construction Trades Council which wrote to all the state's lawmakers asking for action.

In contrast, the council pointed out, a union contractor doing work for the state—the Flagler Co.—operates under formal contracts, charges cost plus a flat 10 percent for materials and labor, submits payroll records to substantiate every bill, and has its work inspected regularly by state authorities.

House-passed job bills gather dust in Senate

Continued from Page 1

That concern was demonstrated in its passage of a public jobs bill that would put 500,000 long-term unemployed to work on community improvement projects. The program would be phased down as the economy moves closer to full employment and would build up again if the job picture worsened.

It was reflected in House-passed bills to provide health insurance and mortgage foreclosure protection for the unemployed, and in the passage of an auto domestic content bill that would translate into nearly one million jobs within a few years after enactment.

Of these bills, all high on labor's legislative agenda, only health insurance for the unemployed is given a realistic hope for Senate action in the second session. And, despite some bipartisan support, an attempt by Sen. Donald W. Riegle, Jr. (D-Mich.) to add it to a pending appropriations bill at the tail end of this session was blocked by a 47-36 procedural vote.

On the plus side, there was bipartisan accord on a measure to shore up the funding of the Social Security System—a compromise that the AFL-CIO endorsed despite objections to a future increase in the normal retirement age and to the mandatory inclusion of new federal employees before agreement is reached on a supplemental civil service pension plan.

Over the Administration's initial opposition, Congress established the third Monday in January, starting in 1986, as a national holiday marking the birthday of Martin Luther King, Jr., the civil rights martyr who had allied himself with labor's cause.

A compromise housing bill was adopted shortly before Congress adjourned that more than doubles the amount the Administration had sought for low-income housing assistance.

Congress did not respond to labor's call for permanent improvements in unemployment compensation—along with repeal of backward steps taken in the first two years of the Reagan Administration. But it did pass and twice extend an emergency program of federal supplemental benefits for recession victims who have exhausted all other jobless benefits.

The Administration was rebuffed in its efforts to enact tuition tax credits, a subminimum youth wage and a tax on health benefits, and Congress turned back attempts to weaken labor standards, such as Davis-Bacon Act coverage, through amendments to appropriations bills.

Immigration reform

In some areas, the Senate was out in front of the House, including approval of an immigration reform bill which the House leadership now plans to bring up early in the new session. A labor-supported bill to stiffen penalties against union officials convicted of corrupt violations of their trust also passed the Senate but awaits action in the House.

Congress approved an Administration plan for duty-free entry of products from Caribbean Basin countries that the AFL-CIO saw as a threat to jobs. But it voted to continue trade adjustment assistance benefits for U.S. workers displaced by imports, an already reduced program that the Reagan Administration wanted to kill off entirely.

The Equal Rights Amendment won majority support in the House. But Republican defections kept it from the two-thirds majority needed to initiate a constitutional amendment, setting back the labor-supported campaign.

Early in the session, the Democratic majority in the House brought passage of a $700 cap on the tax cut that took effect in July, a step urged by the AFL-CIO to restore fairness to a tax system that had been tilted heavily to the rich and as a means of funding needed programs without adding to the federal deficit. The Senate turned it down.

Both the House and Senate responded to a scare campaign generated by banks and repealed a scheduled withholding tax on dividends and interest designed to reduce tax evasion. It would not have increased anyone's taxes, but the banks convinced millions of people otherwise, and congressional mail was one-sided. The Administration initially opposed repeal but snatched gratefully at a face-saving way for the President to sign the repeal measure.

Congress also instructed its tax-writing committees to come up with revenue-raising measures to lower the budget deficit, but when the House Ways & Means Committee tried to bring its bill to the floor before adjournment, the House voted 214-204 not to consider it.

The representatives also voted to block a long distance access charge approved by the Federal Trade Commission that would add to the monthly bills of the nation's telephone users whether or not they ever use long distance services. It is expected that the Senate will consider the measure early in the second session.

Before adjournment, the Senate defeated both the Administration-supported attempt to decontrol natural gas prices and a labor-endorsed plan to roll back prices. The battle may be refought in the House.

Bankruptcy law reform—both in relation to individual bankruptcies and to the new attempt to use bankruptcy as a device for an employer to break a union contract—will certainly be a second session issue.

Other bills

Other matters of special concern to labor include an industrial policy bill introduced in the House with substantial sponsorship, legislation involving compensation for victims of occupational diseases, the problems of workers disabled by asbestos exposure and a package of bills sponsored by the congressional women's caucus to promote economic equity. A bill dealing with pension law changes affecting women passed the Senate just before adjournment, and companion measures have been the subject of hearings in three House committees.

When Congress returns to work on Jan. 23, it will get a new budget proposal from President Reagan, to cover the fiscal year starting Oct. 1, 1984. The President has already served notice that his election-year budget emphasis will be on a new round of spending cuts rather than tax reforms as a means of lowering the $200 billion-a-year pattern of deficits chalked up by his Administration.

The congressional budget battle is likely to be viewed as the opening skirmish in the 1984 presidential election campaign.

NLRB judge flags Seahawks for firing union player rep

Former Seattle Seahawks wide receiver Sam McCullum, released from the team at the start of the 1982 football season unlawfully because of his union activities, was ordered reinstated with full back pay.

Administrative Law Judge Bernard Ries of the National Labor Relations Board gave the Seahawks until Dec. 16 to comply with the order or to appeal the finding to the full NLRB.

Richard A. Berthelsen of the National Football League Players Association, which filed unfair labor practice charges against the Seahawks in McCullum's behalf, said that he expects the club management will appeal and would not move to offer reinstatement until the litigation were concluded.

The Seahawks maintained that McCullum was released for legitimate team reasons, that other wide receivers were better. But McCullum, now with the Minnesota Vikings, found his troubles beginning after being named the team's player representative for the NFLPA.

Starting player

McCullum had been a starting wide receiver for the team, then coached by Jack Patera, from 1976 until his discharge on Sept. 7, 1982. He served as player rep from October 1981 until he was cut, after which the NFLPA filed charges with the NLRB. The Vikings signed him shortly after he was placed on waivers.

In one passage of his 61-page decision, Judge Ries observed:

"Along with the other evidence of Patera's general lack of credibility, his demonstrated and intense hostility toward the players' Section 7 activities, and the years of acceptance of McCullum's qualifications until the year in which McCullum became an upstart player representative, I am persuaded that the general counsel has demonstrated that the release of McCullum was prompted at least in part, and very probably significantly, by his activities on behalf of the union."

The player representative for each team serves the same function as a shop steward, processing grievances, disseminating information, and acting in a liaison role.

Testimony showed that McCullum performed his role as player rep with "vigor and prominence," attracting the attention of club officials with controversial stands and statements. On Feb. 19, 1982, as the NFL sought to negotiate a new bargaining agreement, McCullum and four teammates held a press conference at which he said the union's bargaining goals were not enough and that the chances of a strike were "very great."

The most significant showing of the Seahawks management hostility toward McCullum and the NFLPA surfaced following the mass "solidarity" handshakes between members of competing teams in preseason games. McCullum and other members of the Seahawks decided to shake hands with the Cardinals in their first preseason game on Aug. 13 in support of the bargaining to be done in 1982.

The players were warned that if they carried out the handshake they would be fined one-half of their first regular season game checks. For McCullum, who earned $160,000, that would have amounted to something under $5,000.

Following the handshake, management told McCullum the fine would be levied. A day or two later, after the union filed a charge with the NLRB, the NFL's Management Council ordered all clubs in the league which had imposed fines for similar demonstrations to rescind them.

The Seahawks management has made no comment about the order to reinstate McCullum with back pay.

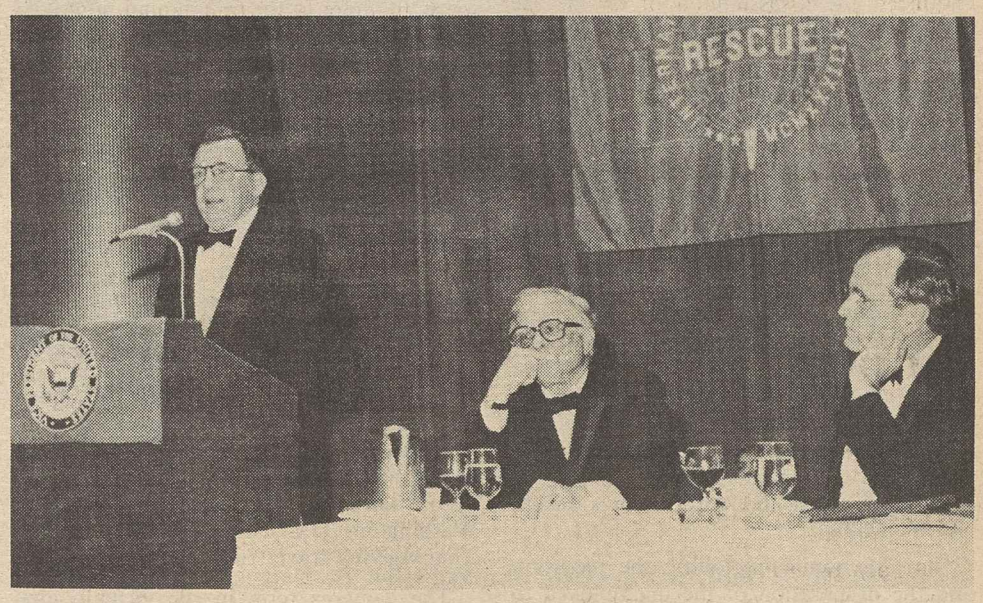
GCIU to distribute toxic rating charts

The Graphic Communications Union is preparing "toxicity ratings" charts to help members learn more about chemicals they handle on the job.

The charts will translate complicated technical explanations of hazard levels into a simple rating system, GCIU Safety Director Walter Lypka said.

The charts, should provide workers with an easy reference system to help them use caution in handling inks, solvents and other printing chemicals.

Both short-term and long-term hazards may be linked to many substances used in the printing industry, Lypka said.



Pledge to refugees

Organized labor will continue to advocate the admission of all refugees from political oppression, without quotas or restrictions of any kind, AFL-CIO President Lane Kirkland declared at a New York dinner marking the 50th anniversary of the International Rescue Committee. Kirkland is a director of the IRC, a non-sectarian organization devoted to the cause of refugees throughout the world. Seated with Vice President George Bush is IRC Chairman Leo Cherne, center, who won the federation's George Meany Human Rights Award for 1983.

Labor-backed candidates win heavily in Louisiana runoffs

Baton Rouge, La. — Labor-endorsed candidates scored a huge victory in the Nov. 19 runoff elections for lieutenant governor, insurance commissioner, and 31 House and Senate seats.

Labor's choices won the lieutenant governor's position and the insurance commissioner's post with 58 and 56 percent of the total vote, respectively, and came in out front in 23 of the 31 races for the legislature.

The runoff wins capped labor victories in last month's elections, including the return of Democratic Gov. Edwin Edwards to the state house. Support by the Louisiana State AFL-CIO helped Edwards win a four-year term by a landslide.

Edwards had previously served two consecutive terms, but was prevented from succeeding himself to a third term. He stayed out of the political arena for four years until last month.

"All in all, we had a very good election in both the runoff and in October," said State AFL-CIO President Victor Bussie.

"Clearly, in most instances, it was a battle between the AFL-CIO and the Louisiana Association for Business & Industry, and labor came out very well."

"This indicates to us that Louisiana will support a Democrat for President."

Bussie added that a sufficient number of labor-backed candidates won this fall to give labor major influence in the legislature when it convenes on Mar. 20, 1984.

Incumbent Lt. Gov. Bobbie Freeman, who led the fight against Lousiana's so-called "right-to-work" law in 1976, defeated Jimmy Fitzmorris for another four-year term. Incumbent Insurance Commissioner Sherman Bernard won out over Dave Brennan.

Voter turnout in the October primaries was extremely high, 72 percent of the electorate. In the runoff, the turnout was 45 percent.

At New York's Port Authority bus terminal, members of scores of unions demonstrate solidarity with Greyhound strikers.

Union tells Greyhound to get bargaining rolling

Continued from Page 1

pletely unsupported by any available documentation.

A full-page advertisement in the 200 largest circulation newspapers would cost approximately $1,286,000, an advertising agency told the AFL-CIO News.

One newspaper that had profited from the company advertising campaign—the Charleston (W.Va.) Gazette—took editorial note of the "enormous cost" Greyhound incurred to plead poverty. It cited the $614,000 in salary and benefits received by Greyhound Chairman John W. Teets, wondered why the W-2 form of a Charleston bus driver with 15 years seniority at Greyhound was so much less than the company's advertisements claimed was the case, and noted the corporation's recent rise in profits.

"Is Greyhound exploiting the recession and the desperation of the unemployed to obtain cheaper workers?" it asked.

As union members across the country saw it, the answer was clearly "yes."

Central labor bodies organized rallies and picket line support for the striking ATU members, and workers from scores of unions responded.

In New York, thousands of union supporters gave up Thanksgiving eve with their families to demonstrate at the city's vast Port Authority bus terminal. Boston's huge rally was climaxed by a march from Copley Square to the Greyhound terminal.

With equal enthusiasm, the labor community demonstrated its backing in city after city throughout the counry.

SEIU solidarity

In Florida, where the eastern conference of the Service Employees was meeting, SEIU President John J. Sweeney led 250 conference delegates and spouses in a three-hour reinforcement of Greyhound picket lines in Miami, and the SEIU locals pledged $8,000 to the strike fund.

From Greyhound headquarters in Phoenix, company press releases promised that more and more buses would be operating as operations returned to normal. But television news included scenes like those in Washington, D.C., at the height of the Thanksgiving travel rush.

The cameras took in the virtually deserted Greyhound terminal and, just across the street, the long lines of holiday travelers at the rival Trailways terminal.

Trailways officials reported that their business was up 73 percent since the strike—an especially impressive figure since the line does not serve all of the cities covered by Greyhound.

The contract covering some 12,700 Greyhound workers expired Oct. 31 and union members voted 98 percent for strike authorization in the face of a giveback demand that included a 9.5 percent pay cut, elimination of four paid holidays, a reduction in pension and health benefits and even a 50 percent cut in meal allowances for drivers.

The strike began on Nov. 3, after management refused the ATU's offer to stay on the job while negotiations continued or to submit the entire dispute to arbitration.

In an effort to persuade a reluctant public to ride with strikebreakers, Greyhound cut its bus fares 50 percent, but Trailways countered with matching offers.

Greyhound's latest gambit was a suggestion at a company news conference that the nation's largest bus company might simply lease its operations to non-union operators.

ATU President John Rowland warned that the company was taking a suicidal line by its "dictatorial tactics and strikebreaking activities" that was shattering good will achieved by fair treatment of workers and service to the public.

Urging a return to good faith bargaining, he warned that the company's conduct threatens to "poison the well of employee and customer relations for years to come."

Harry Rosenblum, chief union negotiator, announces at Phoenix press conference the overwhelming rejection of Greyhound Lines latest 'take-back' package. At right is Arizona AFL-CIO Sec.-Treas. Darwin Aycock.

'Negotiation by extortion' hit at Flight Attendants session

Denver—Deregulation of the airline industry, "negotiation by extortion," and outright union-busting attempts are threatening facts of life for members of the Flight Attendants, AFA leaders warned at the union's eighth annual convention here.

But AFA President Linda Puchala expressed confidence that the union will continue to resist employer demands and encroachments.

"Although 1983 has been a tough year at the bargaining table, our working conditions did remain intact," Puchala told the 100 delegates at the three-day meeting.

"Firm stands at the bargaining table by our committees have meant that our members still enjoy the best working conditions in the industry.

"But if we are to keep our working conditions intact, we must prepare our membership to stand together."

In other business, delegates approved a $1 monthly dues increase to cover added administrative and organizing costs of the union. Dues will rise to $26 a month as of Jan. 1, 1984.

Resolutions were passed giving high priority to continuing efforts to organize non-union carriers, encouraging members to buy American-made products, consideration of affiliation with AFL-CIO state central bodies, requiring all contracts to be ratified by AFA members, educating the traveling public to fly union airlines, and establishing committees within the master executive councils to work closely with the national office on legislative matters.

As airline competition intensifies under deregulation, Puchala noted, cooperation among the carriers diminishes to the detriment of the flying public. Profit is put ahead of safety and service.

This year's bargaining in the airline industry "can best be described as 'negotiation by extortion,'" she said. "Our industry is full of airline holding companies that are nothing more than corporate schemes to bust the unions.

"The trauma caused by the Continental bankruptcy has shaken us all. The threatened startup of Frontier Horizon is the reincarnation of New York Air."

Spirit of meanness

AFL-CIO Sec.-Treas. Thomas R. Donahue told delegates that there is a "real meanness of spirit in business today," and specifically cited Frontier and Continental as examples. Continental is seeking to avoid its union contract obligations, while Frontier Horizon—a non-union spinoff of Frontier Airlines—wants to fly with non-union crews.

American workers and their unions are going through tough times and "everybody is fighting back as best they can," Donahue said. "We need to be tough in representing the people we were elected to represent."

The union also honored six AFA members with its annual air safety awards for outstanding performance in the line of duty. Two of them, Janie Lujan of Republic Airlines and John Rota of Transamerica, were cited for saving lives. The others—Renee LaVerne Robinson of Republic, Re Schmidt, Jill Thomas and Greg Porter of Frontier—helped evacuate passengers during dangerous situations.

Farm Workers food caravan aids copper strikers

Phoenix—In a gesture of solidarity, the Farm Workers sent food and a message of hope to copper workers throughout Arizona who are entering the sixth month of their strike against Phelps Dodge Corp.

A food caravan, led by UFW President Cesar Chavez and other UFW representatives, arrived here Thanksgiving evening from the union's headquarters near Fresno, and the next morning began a three-day mission to distribute food to Phelps Dodge strikers across the state.

The caravan was coordinated in Arizona by Roy Santa Cruz, sub-director of Steelworkers Sub-District 8. The Steelworkers have the largest number of members of the 13 unions involved in the walk out which began July 1. About 2,300 workers are on strike.

The tractor-trailer load of food was purchased with donations from UFW members as well as other supporters. The truck was driven by two volunteers, Ray and Judy Sutton, a husband and wife who themselves are on strike from their bus-driver jobs with Greyhound Corp.

Cash donation

Chavez also presented a check for $10,000 from the Farm Workers to the copper strikers assistance fund.

At rallies held in each community visited by the caravan, Chavez said his union's members felt a responsibility to help the strikers in return for the strong support the UFW had received from other unions and the AFL-CIO.

In each town visited by the caravan, it was met by hundreds of strikers and their families. Santa Cruz said many strikers at the rallies held in each community thanked the UFW for "lifting their spirits and inspiring them to carry on the fight against the company."

The workers struck Phelps Dodge in July after the company refused to negotiate terms similar to the pattern agreement signed by most of the copper industry in April. Instead, Phelps Dodge provoked the walkout by demanding large wage and benefit concessions. The company worsened the strain by announcing it would hire "permanent replacements" for strikers at several of its five facilities in Arizona and Texas.

1,500 at rally

The food caravan visited strike headquarters in Arizona in Clifton, Safford, Douglas and Ajo where food was delivered in bulk quantities for packaging and distribution to families. Steelworkers International Representative Alex Lopez said as many as 1,500 people met the caravan and participated in the rally in Clifton, which is near Morenci, site of Phelps Dodge's largest operation.

Santa Cruz reported that Dr. Jorge O'Leary, a former employee of the Phelps Dodge company hospital, also spoke to the strikers at the Clifton rally. Dr. O'Leary was fired by the company for refusing to cease treating strikers and their families. The unions helped him set up a clinic to provide health care to the workers, and during the rally, President Edward Jackson of the Southern Arizona Central Labor Council presented the doctor with flu vaccine for use in the clinic.

The caravan also stopped at a rally in Tucson with workers on strike against Greyhound and Anamex Mining Co., also being struck by copper workers.

The last leg of the caravan brought it back to Phoenix where UFW leaders marched on the picket line at the Greyhound depot and later joined local community and political leaders at fund-raisers for the strikers' fund.

Chavez told the strikers that the union-busting tactics pressed by Phelps Dodge and Greyhound were symptoms of a trend being seen in many industries including agriculture. He stressed that workers must stand together to resist the attempts of companies to break their unions.

Lopez reported that bargaining with the company has been slow with no meetings in more than a week. The unions, he said, are seeking a resumption of talks.

Industry pattern

The pattern agreement, signed by the unions and nearly all other major copper producers, was reached in April after five weeks of intensive negotiations. It calls for a three-year wage freeze for workers in the sharply depressed industry, but a continuation of full cost of living adjustments and other major benefits as well as protections for workers laid off because of technological change, procedures for decreasing contracting-out of work, upgrading and training programs and other protections.

Phelps Dodge, however, is demanding an end to COL adjustments, slashes in work rules, lower wage rates for new hires, a shift in health care costs to workers, cuts in vacation and holiday benefits and unilateral authority in critical pension eligibility decisions.

Usual bargaining tactic

The company has been trying to keep its Morenci facility open with strikebreakers and supervisors. There has been a strike at Phelps Dodge every time there has been negotiations since 1968, but this is the first time the company has not shut down completely.

Phelps Dodge provoked a picket line confrontation in August when it began to recruit strikebreakers in Morenci. The Steelworkers said the company has been trying to take advantage of massive, long-term unemployment in the copper industry where some workers have been on lay-off for as much as two years. By forcing a walkout, the union charged, Phelps Dodge was "transferring" its employees from unemployment to a strike "and preventing them from getting benefits such as food stamps."

A statement adopted by the AFL-CIO Executive Council in August scored the company for its harsh treatment of strikers and their families, including rigid enforcement of credit and rent payment demands at company stores and in company-owned housing.

Mountain states project helps victims of layoffs, shutdowns

Denver—A union-sponsored layoff survival program for workers in the Rocky Mountain region has begun operations following a conference here that brought together top officers of eight AFL-CIO state federations and the staff that is carrying out the program.

The new Rocky Mountain Work Project is funded under the federal Job Training Partnership Act to serve workers displaced by plant closings and heavy layoffs in Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah and Wyoming. It is sponsored by the eight cooperating state bodies and the Rocky Mountain Labor School.

The AFL-CIO's Human Resources Development Institute has been providing technical assistance in developing the program and Director Mike Arnold told the Denver conference that the HRDI staff will continue to assist the state federations and provide training for the project staff.

Assessing needs

In assessing the region's needs, state AFL-CIO leaders reported on major displacements including cutbacks in various types of mining that have idled members of the Oil, Chemical & Atomic Workers and of the Steelworkers. A serious decline in wood products employment has affected members of the Woodworkers, Paperworkers and the Lumber & Sawmill division of the Carpenters. Shutdowns of meat packing plants have put members of the Food & Commercial Workers out of jobs, and layoffs continue to threaten in other industries.

As an adjunct to training, several project staff members took part in workshops conducted by HRDI and affected unions in response to plant closings in Nevada. At Ely, some 150 workers displaced by the closing of a Kennecott Copper operations were given guidance on weathering unemployment and seeking new jobs at a Nov. 18 workshop, cosponsored with the Steelworkers. HRDI and the Steelworkers also put on a comparable workshop Nov. 21 for 260 workers cut from their jobs by a Stauffer Co. shutdown in Henderson.

Program series

The Rocky Mountain Work Project has since then held layoff survival workshops in several states and has begun a series intensive, personalized assistance in job hunting.

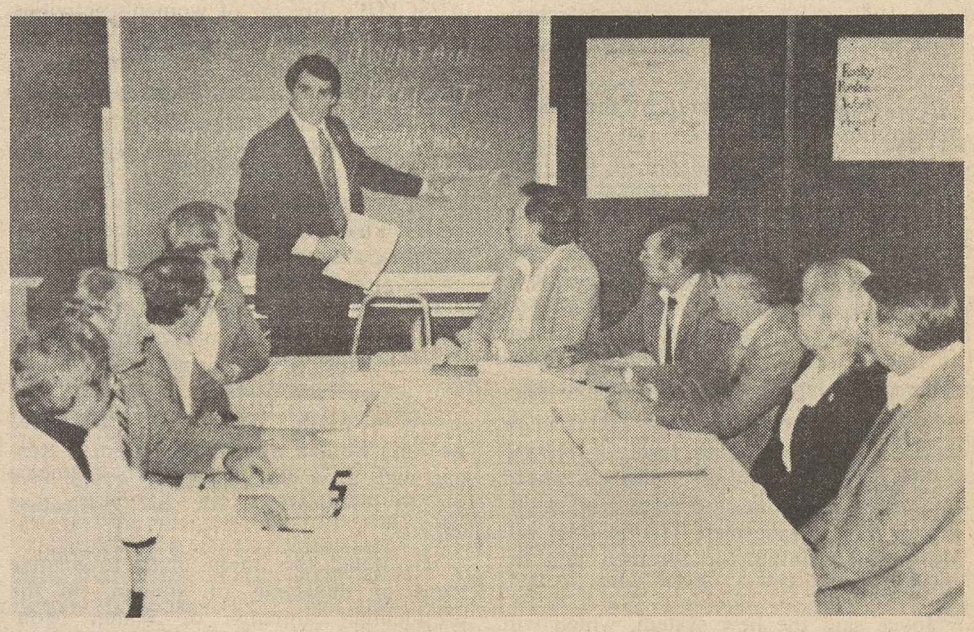
Under this program, which is planned for each of the eight states, a class of 25 workers receives a week of classroom instruction in job search techniques. Thereafter, for up to 90 days, participants attend weekly sessions to get individual help in their job hunts.

Montana AFL-CIO Executive Sec. James W. Murry, said the Rocky Mountain project is expected to assist some 3,200 laid-off workers during the year covered by the Labor Dept. contract. It also will work with state governments to develop programs for dealing with worker dislocation, including early warning of plant closings.

Pat Hayes, who ran the successful Project Challenge re-employment program for the Montana AFL-CIO, is directing the regional project and program coordinators have been appointed or will soon be named in all of the states. HRDI Field Rep. Candice Brown and Arnold assured the conference that both the national and field staff of HRDI will continue to furnish technical assistance to the regional project—both in operations and in such areas as fiscal management and program evaluation.

The one-day layoff survival workshops typically bring in staffs of public and private agencies and union specialists, including community services representatives, to tell participants about the resources available to help them weather unemployment.

A side benefit, workshop leaders have noted, has been the stimulus such programs have given to community programs to assist displaced workers.



Rocky Mountain project to help laid-off workers find jobs is discussed by HRDI's Mike Arnold and leaders of eight AFL-CIO state federations.

ABC television movie explores plant closings

Plant closings and what they do to workers' lives will be explored in a television production titled "Shutdown" that will be aired on the ABC network later this year.

The made-for-TV movie was filmed in Steubenville, Ohio, where some 1,300 unemployed Steelworkers were hired as extras.

The film was produced by Peter Strauss, who also has the lead role.

Schedules of local ABC-TV affiliates may be checked for the date and time of the broadcast.

Imports push trade deficit to record high in October

The nation posted its largest monthly merchandise trade deficit in history in October, with imports exceeding exports by $8.97 billion, the Commerce Dept. reported.

The latest deficit brought the total trade imbalance for the first 10 months of 1983 to $55.56 billion, compared with $35.01 billion in the same period in 1982 and $42.69 billion for all of last year.

The previous monthly record for the merchandise trade deficit was August's $7.2 billion. October was the sixth month this year to show more than $5 billion in red ink.

"It will probably go above the $70 billion range for sure now" in 1983, Commerce Dept. Economist David Lund told reporters after the figures were released. All the figures are seasonally adjusted.

Imports surged 11.7 percent from September to $25.9 billion. October's exports, down 2.5 percent from September, were $16.95 billion.

The sharp deterioration in the nation's trade accounts was glaringly reflected in manufactured goods. October imports of such goods rose $2.26 billion to $16.23 billion while exports rose a scant $60 million to $11.24 billion. That left a deficit in manufactured goods trade of $4.98 billion, almost as large as the $5.49 billion deficit in oil and petroleum products for the month.

Meanwhile, the surplus in agricultural trade shrank to only $1.34 billion, down $1.79 billion from the previous month.

The department also said that the United States had a merchandise trade deficit with every other major trading country or group of countries in October. The trade deficit with Japan alone ballooned to $2.2 billion in October from $1.2 billion the month before.

Developing countries, pressed by their own financial problems to sell more and import less, accounted for $5.7 billion in U.S. trade deficits for the month, up from the $3.55 billion in September.

The shortfall in merchandise trade was across the board. The nation sold less coal overseas. There were sizable increases in the number of imported automobiles, office machines, clothing, and footwear that was imported during the month, possibly in anticipation of the Christmas selling season.

Imports of steel mill products in October jumped sharply to the highest level since June 1982, the American Iron & Steel Institute reported. As a result, despite a continued small improvement in domestic mill shipments, imports took a 22.7 percent share of the American market in October, the highest level of the year.

Bricklayers board adopts dues revision

Bal Harbour, Fla.—The Bricklayers' general board has restructured the union's dues system and its training program.

Delegates to the board meeting, by a 196 to 61 vote, approved a dues checkoff system under which employed and unemployed members would pay a flat rate of $6 a month, with working members also paying a checkoff rate tied to a percentage of the average Bricklayer wage across the country.

Bricklayers President John T. Joyce termed the dues checkoff "the fairest way we know of for the payment of both international and local dues." Under the checkoff system, he noted, members who are working will pay the major portion of their dues on an hourly checkoff from wages, thus reducing the burden on unemployed members."

More than half of the union's locals now have checkoff for payment of local dues. Under those agreements where the checkoff language is broad enough to add international dues, the system will go into effect on Jan. 1, 1984.

Old system

Other locals will have to negotiate this into their agreements and until they do, Joyce said, their dues will remain under the current per capita system where the payment will be $7.85 per month on January 1984, with 50-cent increases scheduled for July 1984, and January and July 1985.

The board is empowered by the union's constitution to lower or raise dues, but it was specifically authorized by the 1981 Bricklayers' convention to amend the dues structure if that was deemed necessary.

The union's training program has been restructured from a local emphasis to a system of five regional training centers with a proposed National Training Center at the site of the mid-Atlantic regional center. Specific sites have not been chosen.

The regional centers, Joyce said, will be able to provide a high level of pre-job training for apprentices, plus advanced journeymen training and cross-craft training for trowel tradesmen. The facilities will also offer training for foremen and instructors.

Joyce said the new system, which will take several years to fully implement, will be funded from negotiated employer contributions. "We are looking for a funding level of 1 percent of the hourly wage, or about 15 cents per hour on the national level," Joyce said. He noted that the major contractors' association has agreed to the change, and several major city locals have announced they will participate. The program can be operational within six months after a local comes into it, he said.

AFSCME Sec.-Treas. William Lucy, Rep. Barbara Mikulski, (D-Md.) and AFSCME Women's Activities Director Diana Rock field questions at the union's women's conference.

Women's conference finds Reagan gender gap exists

The "gender gap" issue is real for working women and will engulf President Reagan at the polls in the 1984 election, participants in a union women's political action training conference agreed.

The two-day conference, conducted by the State, County & Municipal Employees, was attended by some 300 women members who work for state and local governments in the New England, mid-Atlantic and southern states.

The 1984 elections topped the conference agenda, according to Diana Rock, AFSCME's director of women's activities. She told reporters at a news conference that working women have an important stake in the outcome of next November's polling.

Harmful budget cuts

She pointed out that the Reagan Administration has slashed federal budgets, harming programs of key interest to women, including education, day care and nutrition. And women have been adversely affected by the Administration's policies on such issues as equal rights and affirmative action, she asserted.

"As a result," Rock said, "I believe working women will saddle President Reagan with a gender gap which could have serious implications for his re-election efforts."

She noted the union plans to involve "tens of thousands of women" in the presidential campaign of Walter Mondale, whom the union endorsed in October, and in a "shoeleather campaign on behalf of candidates who oppose budget cuts which have gone out of their way to concentrate pain on women, most particularly poor women and older women."

Rock said AFSCME expects to mobilize 25,000 volunteers for the presidential primaries and caucuses that begin early next year. They will work on phone banks, voter registration drives, get-out-the-vote campaigns, and related volunteer activities.

Rep. Barbara Mikulski (D-Md.) told the participants that women's values "are not reflected in the way this country is being run" under the Reagan Administration. "When they talk about 'the people,' " she charged, "they mean men and what men are interested in."

This Administration is paying no attention, Mikulski said, to many issues of critical importance to women, among them the idea of pay equity.

"We want equal pay for work of comparable worth, and we want to see it in our checkbooks, not just on the law books," she asserted.

Rock lauded the landmark decision by a federal district court judge in Washington State upholding AFSCME's contention that women who work for the state are entitled to be paid based on the real value of their jobs, not whether the jobs have traditionally been considered "women's work."

During the conference, participants attended workshops designed to increase their political action skills, provide training in leadership and information on stress management.

Judge rejects damage claim against union

Coeur d'Alene, Ida.—A state district court, in a ruling of broad significance to labor, has absolved the Steelworkers of liability in the 1972 Sunshine Mining Co. accident in which 91 workers were killed in an underground fire. The suit, brought by the widows of four miners, was resolved after a decade of litigation.

The court held the local union's contract makes it "very clear the primary responsibility for the rank-and-file members' safety and health was placed upon the company as opposed to the union which could only act in an advisory capacity. The union could talk all it wanted to, but when it came right down to it, the union was without authority to force any safety and health measure upon the company. . . . It is fundamentally unfair to hold a party liable for a condition it did not create or worsen and which it had no jurisdiction to correct."

The ruling by Judge Watt E. Prather of the Shoshone County district court offers firmer assurance that unions with active health and safety committees will not face a jury trial every time there is an accident in the workplace, Steelworkers Counsel George H. Cohen said.

Cohen said the ruling should be a deterrent to "lawyers who are trying to lay claim to union treasuries" by insisting the union has a tacit liability in providing workplace safety. "This is the single most important decision labor has gotten from a state court on safety committees," Cohen said.

The union's contract provided for a joint management-union safety committee to investigate any worker complaints about safety. However, the contract specified the committee's function was to advise the company on safety matters.

The court decision differentiated between this case and others where the union's contract had specifically denoted the union's assumption of management safety responsibilities and "therefore management's common law duties."

Court holds up changeover in federal pay, layoff rules

Revised pay and layoff rules governing federal employees that would place management evaluation over seniority were temporarily barred by a federal judge.

Judge Barrington Parker of the U.S. District Court for the District of Columbia issued a restraining order blocking the Office of Personnel Management from "directly or indirectly" implementing the regulations, which would affect 1.4 million federal white-collar workers throughout the country.

OPM Director Donald J. Devine earlier had defied a congressional directive in a temporary appropriations bill not to spend any money to implement the rules which were to take effect Nov. 25.

The Government Employees and two unaffiliated unions of federal workers had brought separate actions challenging Devine. Parker's stay runs until Dec. 19.

The actions filed by the unions attacked the regulations on two grounds. First, the unions contended, implementation of the rules would directly violate the funding bar passed by Congress in its continuing budget resolution for fiscal 1984. The bar, sponsored by Rep. Steny H. Hoyer (D-Md.), prohibits funds from being spent to implement the new rules, and was passed expeditiously before Congress adjourned Nov. 18 to prevent action by the agency Nov. 25.

Secondly, the unions observed, major elements of the rules are clearly contrary to existing federal personnel and equal employment laws.

"As the union speaking for 700,000 federal employees, AFGE believes that the regulations will politicize and subvert the integrity of the civil service merit system," AFGE President Kenneth Blaylock said.

The regulations would set up a new pay and firing system linking longevity pay raises and job security to management set performance ratings, diminishing the value of seniority.

labor studies

Seven labor studies programs will be offered by the George Meany Center during December and January. The schedule:

New Staff, Dec. 3-9—The second week of a program for new members of union staffs—those recently appointed or elected to full-time positions. Instruction emphasizes practical training in servicing, organizing and bargaining.

Organizing Techniques I, Dec. 11-16 — A review of the elements of successful union organizing campaigns including targeting, picking in-plant committees, making house calls and selecting winning issues. The course will cover the law on organizing.

The Changing Workplace, Jan. 8-13—An examination of technological changes in the workplace, the problems they create for workers, and management experiments on "quality circles" and "workplace democracy."

Building Trades Business Agents, Jan. 15-20 — An institute cosponsored by the AFL-CIO Building & Construction Trades Dept. addressing problems business agents encounter in areas such as job safety and health, Davis-Bacon wage determination, pension reform law, jurisdictional disputes and organizing.

Teaching Techniques in Labor Education, Jan. 15-20—A class cosponsored by the AFL-CIO Dept. of Education for those who teach in union conferences, summer schools or night classes. Sessions will explain and demonstrate techniques —lecture, discussion, buzz groups, role playing, films and use of teaching aids.

Negotiating Techniques: State & Local Agencies, Jan. 22-27—An exercise in bargaining out an agreement in a typical public sector situation with experienced factfinder-mediators serving as coaches.

The Art of Leadership, Jan. 22-27—A session to help union leaders understand worker motivations, group dynamics and systems analysis, and how to deal with stress and differences in leadership styles.

Candidates for Antioch Bachelor of Arts degrees will be on campus Jan. 29 to Feb. 3 for their semi-annual week-in-residence to prepare their courses of study for the next six months.

The Asian-American Free Labor Institute will have its country directors on campus for an annual meeting and program review Dec. 4-14.

More information on these and other labor studies is available from Fred A. Hoehler, Jr., executive director, George Meany Center, 10000 New Hampshire Avenue, Silver Spring, Md. 20903; telephone 301/431-6400.

EDITORIALS

Management's Blackjack

YOU DON'T have to be a Greyhound bus driver or a Continental Airlines pilot or mechanic to feel the blackjack of an employer's take-it-or-leave-it "giveback" demand. The blackjack is, of course, the threat that workers who resist will be replaced from an increasingly desperate army of 10 million unemployed.

And you certainly don't have to be a union member. The cases that have been spotlighted are where union members have voted to fight back, to resist unjustified and undocumented demands from corporations that in many cases complain only that they don't make as big a profit as their stockholders would like.

Where decisions are made unilaterally, there is no choice.

Now, a clipping from the Nov. 30 issue of the Wall Street Journal makes it clear that you don't even have to be an American to feel the corporate blackjack. It explains how an American-owned multinational corporation, the Hyster Co. of Portland, Ore., put its proposal to some 500 workers at its fork-lift truck factory in Scotland.

The workers, who were not represented by a union, were herded into a theater to hear the message from the company's American chief executive, one William H. Kilkenny.

He had brought them the good news that the company was considering expanding in Britain, with the help of a British government grant, and moving production away from its factory in the Netherlands.

THERE WAS JUST one thing, though. Workers would have to agree to take a 14 percent pay cut or the parent company would be obligated to reconsider its decision and most likely would move its European production elsewhere.

Oh yes, workers could vote on the offer and they had 48 hours to decide. As one bitter blue-collar worker told the WSJ reporter, "it was industrial rape."

As it happened, Dutch law and a union that brought suit caused the company to cancel or at least postpone its transfer of jobs. But of course that didn't affect the wage cuts in Scotland.

Is this now what American enterprise is offering to the world—a lesson in wage cutting?

Action on Immigration

IMMIGRATION REFORM is admittedly a complex and controversial issue. But it can't and shouldn't be ducked. Nor will it.

The welcome news from Capitol Hill is that House Speaker Thomas P. O'Neill, Jr., has promised to call up immigration legislation for a vote soon after Congress reconvenes in January. The Senate has already passed its version of the bill so there is a realistic expectation of final congressional action.

At the AFL-CIO convention this past October, Jack F. Otero took the floor to speak in support of the resolution on immigration. Besides being a vice president of the Railway & Airline Clerks, Otero is executive vice president of the Labor Council for Latin American Advancement. This, in part, is what he said:

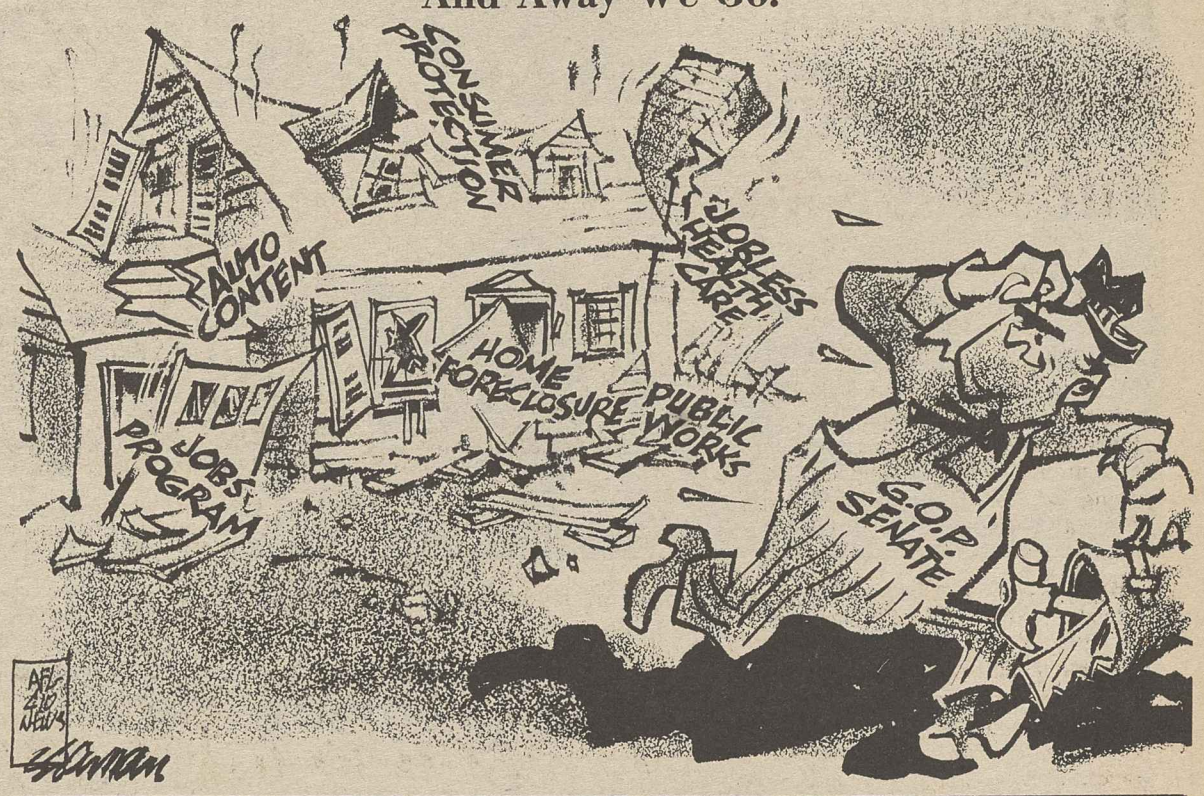
"This country needs immigration reform, and needs it as soon as possible. We need employer sanctions graduated from civil to criminal penalties against employers who make it a practice to hire illegal aliens.

"We need amnesty, a fair and compassionate amnesty for the more than 10 million people who are illegally in the United States. We need an identification card for employment eligibility purposes, and we need to provide more resources for those agencies of the federal government whose job it is to police the immigration laws in this nation.

"We need to take control of our borders. The United States is the only nation in the world that does not have effective control over its borders.

"The legislation which is supported by the AFL-CIO is essential to alleviate unemployment. Hispanic workers today are being discriminated against in large numbers, because employers prefer to hire the docile, illegal alien who is easily exploitable, who does not know his rights and who can be deported under the threat of an employer."

'And Away We Go!'



Washington Window

U.S. recycling potential linked to jobs, energy

By Press Associates, Inc.

When overcutting threatened annihilation of the once-rich forests of eastern India, huge roadside billboards reminded wood scavengers that "trees are better than gold in the bank."

Underlying that succinct message is the understanding that, in developing countries such as India, conservation of natural resources can mean the difference between life and death for borderline economies.

The opposite view of conservation has prevailed in the resource-rich United States during the Reagan Administration. Former Interior Sec. James Watt's operating principle was that conservation is an obstacle to economic progress.

A new study by the Worldwatch Institute, a global issues thinktank, suggests that this view of conservation is not only erroneous but may prove dangerous in the long run.

In "Materials Recycling: The Virtue of Necessity," William U. Chandler, a senior researcher at Worldwatch, feels that rising energy costs are making basic materials like paper, iron, steel and aluminum more expensive to produce.

These high production costs, he points out, hurt basic industries in developed countries like the Unted States and can devastate economies in lesser developed countries.

Energy impact

Recycling materials, however, requires less energy output and thus keeps energy costs down. For example, Chandler says, aluminum produced from bauxite requires 20 times as much electricity as aluminum produced from recycled material.

"To throw away materials is to throw away energy," Chandler argues. "Throwing away an aluminum beverage container, for example, wastes as much energy as pouring out a can half-filled with gasoline. Failing to recycle a daily edition of the Washington Post or the Times of London wastes just as much."

In addition, recycling protects the environment and cuts waste disposal costs. A materials recycling project in Hiroshima, Japan, has reduced raw refuse disposal by 40 percent since 1976.

With solid waste disposal costs at $30 to $100 per ton, recycling represents a "tangible political and economic opportunity" for leaders to reduce hefty waste disposal costs paid out of tax revenues.

Japan and the Netherlands lead the world in paper recycling. Japan recovered some 45 percent of its paper consumption from 1978 through 1980 and the Netherlands recovered 43 percent.

Motivation factor

Chandler suggests that necessity motivated both countries to promote waste paper recycling. The Netherlands enacted a law nationwide requiring source separation for waste, while Japan used citizen awareness drives, incentives and nonprofit organizations.

What these and other countries, including the United States, have discovered is that recycling waste materials makes economic sense as well as serving environmental interests.

The United States, the report points out, has increased its aluminum recycling rates over the last decade from 19 percent to 32 percent of aluminum consumed. This increase has kept the U.S. aluminum industry competitive, it says.

In the steel industry, plants geared to scrap utilization have remained the "most vibrant," Chandler notes, despite the depression suffered by the rest of the industry.

For the short-term economic picture, the report makes it clear that recycling resources can be an integral, productive and job-creating part of a prosperous economy. In the long term, a scarcity of resources, be fossil fuels for energy, forests or precious metals, makes recycling essential.

AFL-CIO news

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VOL. 28, NO. 48 SATURDAY, DECEMBER 3, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
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"America Works" crew films on location in Hyannis, Mass. for program focusing on union concerns over high health care costs.

'America Works' TV series begins new run in January

"America Works," the AFL-CIO's weekly public affairs television program, kicks off its second season in January.

The first four new programs in the series, which appears on commercial television, will examine the involvement of union members in helping to solve critical problems in health, hunger, energy costs and education.

"America Works" is produced by the Labor Institute of Public Affairs, the AFL-CIO's television production arm.

LIPA Director Larry Kirkman said the new package of weekly, half-hour programs will be seen on television stations that reach over half of all TV viewers in the country.

In its eight-week first season, which began last July, "America Works" was seen on 36 stations in an "ad-hoc" network, Kirkman said. This season, LIPA offered the program to every commercial station in the top 100 TV markets and is negotiating dates and times with them. A full schedule of all the stations that will be carrying the program in its winter run will be released in early December, Kirkman said.

January start

LIPA announced that most stations will carry the first of the new "America Works" shows on the weekend of Jan. 7, 1984.

Kirkman said the program scheduled for January will focus on the issues of health, hunger, energy and education "fully debated from labor's perspective."

The program "features real people, struggling to solve the issues that directly affect them," Kirkman stressed.

Each edition of "America Works" will include a documentary on how union members are actively participating in finding solutions to major national problems, followed by a debate between guest panelists with differing points of view on the issue.

The program will again be moderated by Marie Torre, an Emmy Award-winning broadcast journalist.

The January line-up for "America Works" includes a broadcast focus on Service Employees member Cheryl Deignan, a Boston nurse, who is leading a local effort to challenge the skyrocketing cost of health insurance and win explanations from hospitals and health care providers of their rates.

Gas decontrol

A grass roots effort to get Congress to roll back natural gas prices to levels before rate decontrol will also be explored. The program features Oil, Chemical & Atomic Workers President Robert C. Goss, a leader of the campaign in Denver, along with AFL-CIO Field Rep. Steve Bieringer.

In Los Angeles, "America Works" covers Steelworker George Cole who has organized a food distribution project that serves over 35,000 people each month. Cole and other unions are also working on a "farmers' market" plan to provide low-cost food to their community where unemployment tops 20 percent.

A fourth episode focuses on an effort by Teachers member Sam Creswell and other teachers and parents in Austin, Tex. who are part of a "task force" on excellence in education concerned over unfair allocations of school funding, educational standards and teacher salaries.

Kirkman said each 30-minute show will again be produced to allow for six minutes of advertising, half to be sold to national advertisers and half by the local stations that carry the series.

AFL-CIO unions can buy time nationally through LIPA and local labor organizations and businesses can purchase spots from participating stations, he noted.

LIPA has produced a series of 30-second spots tailored for local unions who want to buy time on "America Works" on their local stations, but who do not have their own material prepared.

Among the spots is one featuring Washington Redskins running back John Riggins, an active member of the National Football League Players Association. Riggins, holding up his union card, asserts, "I wouldn't go to work without it."

Other spots, LIPA said, explain collective bargaining and call for a "good job for everyone" who wants to work.

Nick DeMartino, LIPA associate director, said market research on the first season of "America Works" showed favorable results. Surveys of union members who saw the shows indicated that by wide margins they liked it, learned from it and would watch it again.

Good reviews have also been received from the television industry and in the general press, DeMartino said.

Labor Dept. restores anti-strikebreaker rule in employment service

By Susan Dunlop

State employment agencies won't be going into the strikebreaking business after all now that the Labor Dept. backed off a proposal that would have allowed them to refer jobless workers to struck employers.

The department acted in response to a strong protest from the AFL-CIO after it was discovered that the Reagan Administration planned to delete a long-standing regulation forbidding the employment services from referring jobless workers to openings resulting from strikes, lockouts or other factors related to labor-management disputes.

The revised proposal—with the prohibition deleted—was published last July by the Employment & Training Administration. The rule was restored in final version issued Nov. 2.

ETA acted on the rules in the first place because it said state agencies needed new regulations to govern their roles under the Job Training Partnership Act of 1982. That measure replaced the Comprehensive Employment & Training Act (CETA) and amended the 1934 Wagner-Peyser training and employment law, which established the anti-strikebreaking rules.

No explanation

But ETA's proposed changes in the referral roles completely deleted the section dealing with referrals during labor disputes without offering any explanation. Customarily, the reasons for such rule changes or deletions are spelled out when the proposals are published.

The deletions, spotted by AFL-CIO economists, drew a strong protest from AFL-CIO President Lane Kirkland and Director Bert Seidman of the Dept. of Occupational Safety, Health & Security.

Kirkland, in a letter to Labor Sec. Raymond Donovan, said that dropping the rule would permit state employment services to "encourage jobless workers to become strikebreakers" and put the agencies in the strike-breaking business "squarely contrary to the principle of federal government non-involvement in labor disputes." Making the change without note or comment was less than fair and open, Kirkland charged.

Seidman's comments on the change, sent to ETA, scored the deletion as retrogression and an "unauthorized change" in government policy.

He pointed out that the rule itself had been upheld by the courts, and he argued that ETA's action was unjustified because nothing in the new JTPA law required any changes in job referral practices established under the Wagner-Peyser Act.

Seidman stressed that the Supreme Court in a 1982 ruling held that any proposed abandonment of federal regulations has to be fully justified.

According to the Labor Dept., state agencies had also questioned the disappearance of the section.

Following the AFL-CIO protests, Sec. Donovan wrote Kirkland that the Labor Dept. was dropping the attempt at deleting the rule.

Seidman said the department's response to the AFL-CIO's concerns was "gratifying, and it reaffirms the policy that state employment agencies cannot make referrals to jobs which are vacant because the workers are out on strike."

Alerting job seekers

He also pointed out that the rules reassert the requirements that applicants for other jobs at the struck company must be notified in writing that a labor dispute exists in the firm and that the job to which the applicant is being referred is not at issue in the dispute.

The rules as restated also require the state agencies to verify existence of a reported labor dispute at a company and determine how it affects each vacancy in any job order sent in by the company.

The state agencies can resume full referral services after both sides have verified that the dispute is over.

Runaway

Seattle—When Isaacson Steel Co. threatened to shut down and move overseas, it wasn't kidding.

The plant, once the largest steel fabricating facility in the Northwest, will be taken apart and shipped lock, stock and furnace to Shanghai, China. There it will be reassembled and put back into the steelmaking business.

Isaacson shut down earlier this year, laying off 270 employees, and started negotiating with China on the sale of the plant. The company blamed the recession and intense competition from foreign imports for its failure.

Grain dust standard stalled by OMB

The Occupational Safety & Health Administration's announced extension of its targeted inspection program for grain elevators was branded by the AFL-CIO Food & Allied Service Trades Dept. as "little more than a Band-Aid approach to controlling the highly dangerous grain dust explosion hazard."

FAST President Robert F. Harbrandt charged in a letter to Labor Sec. Ray Donovan that a "stepped-up inspection program is no substitute for enacting an effective grain elevator safety standard."

The proposed OSHA standard has been stalled for six months by an Office of Management & Budget review which has suggested industry-backed changes in areas of coverage and grain dust accumulation levels. Grain dust is nine times more explosive than coal dust and pound for pound, more explosive than TNT.

Harbrandt noted that the lack of a specific standard applicable to the explosion hazards in grain facilities "led to a precipitous drop in inspections conducted in grain facilities during the period of 1981-1982."

He pointed out that OSHA inspections dropped from an annual level of 450 during an earlier emphasis program, to 110 in calendar year 1981 and 62 in 1982. "The current special emphasis program has only reached 84 grain elevators, according to the data provided by the agency to this office," Harbrandt wrote.

He charged that if OSHA now inspects a grain facility with a dangerous accumulation of dust, it cannot cite the owner for a violation of the law.

Harbrandt challenged the OMB objections to a strong standard on grain dust accumulation. He recalled the warning of a National Academy of Sciences panel that 80 percent of U.S. grain elevators face the risk of a disastrous explosion because of "the extraordinary existence of dust in the elevator."

Weak substitute

OMB had suggested housekeeping measures be included in a broadly written performance standard as a substitute for OSHA's proposed limit of 1/8th of an inch of grain dust. OSHA's proposal was eight times higher than the NAS recommendation of 1/64th of an inch. OMB then held accumulations of up to 1/4 of an inch should be allowed or, alternatively, ambient air standards should be substituted.

Even the National Grain & Feed Association, which is working to weaken the standard, has acknowledged in studies it has done that dangers of grain dust explosions exist at levels as low as 1/100th of an inch accumulation.

OMB has challenged the risk analysis done by OSHA, suggesting the risks were overstated. OSHA, however, noted that a 1983 study done by the Arthur D. Little Co. projects, based on historical figures, that workers in this industry can expect each year to endure over 2,000 fires, 26 explosions, 950 injuries and 24 deaths, if no standard is set to regulate the industry.

OMB also questioned, as part of its cost-effectiveness determination, the impact of the proposed rule on small business. OSHA, however, countered that 95 percent of the nation's grain elevators are either owned by larger corporations or are members of a cooperative.

OSHA, reacting to OMB's questions about coverage of grain mills, noted the mills are subject to the same hazards as grain elevators. Pointing to the incidence of recorded explosion, OSHA stressed the number of explosions per 1,000 facilities is nearly the same.

No timetable for OMB release of the standard was available from either OMB or OSHA, although meetings between the two agencies are continuing.

AFL-CIO news

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SATURDAY
DECEMBER 10, 1983

MEMO FROM COPE
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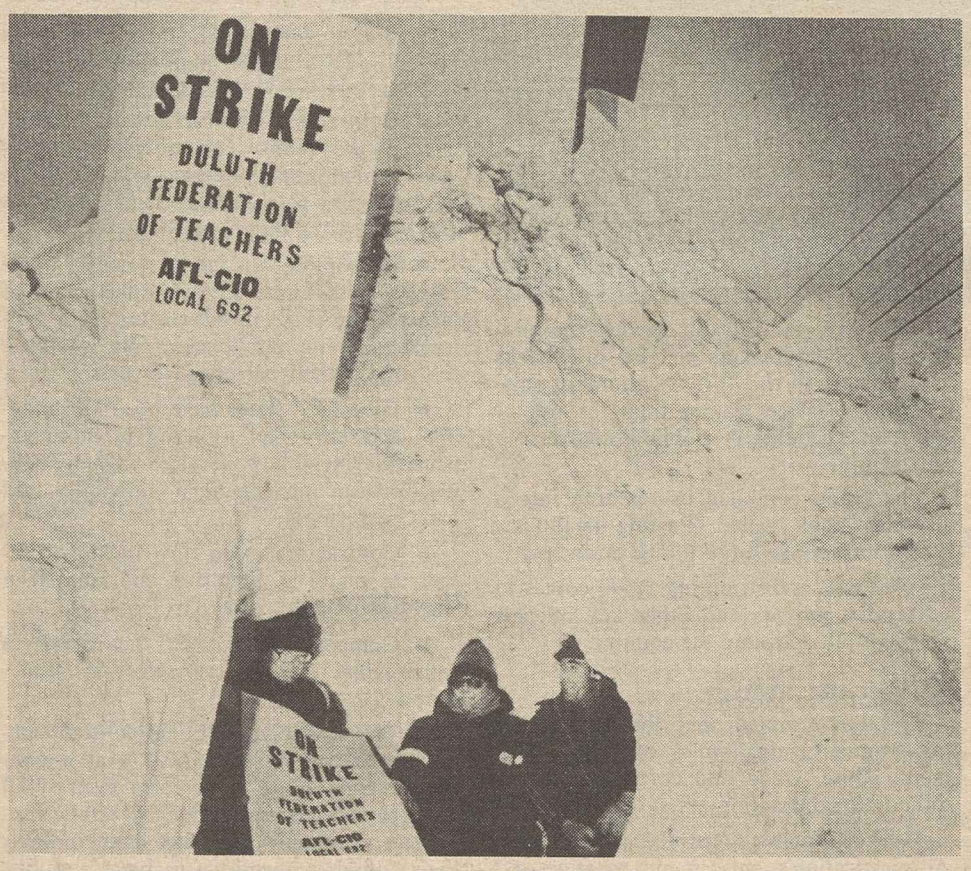
Greyhound union votes on pact



Weathering the strike

Heavy snows and bitter cold haven't deterred striking Teachers from picket line duty in Duluth, Minn. AFT Local 692 struck the city's school system Dec. 1 after eight months of negotiations, three months of mediation and working five months without a contract. The 950-member local is fighting to maintain severance pay, personal leave and transfer clauses, and health care benefits.

Picketing, boycott continue pending contract approval

By David L. Perlman

Greyhound strikers across the country voted on a contract settlement recommended by their union's bargaining council and returned to the picket line to await the Dec. 19 tally of the mail referendum.

If the contract is ratified, more than 12,000 striking bus drivers and bus terminal employees will return to their jobs —displacing the strikebreaking "replacements" hired by Greyhound after members of the Amalgamated Transit Union voted down "take-it-or-leave-it" ultimatums from management.

The AFL-CIO boycott of Greyhound will continue until the strike ends.

The strike began Nov. 3 and the breakthrough to a tentative settlement came exactly one month later with a strong assist from federal mediators.

It followed rejection, by a 96.6 percent majority, of the company proposal that was less drastic than Greyhound's last offer before the strike but still too high a price in givebacks, in the view of union negotiators.

ATU's Council of Greyhound Local Unions, which had recommended rejection of the company take-back, then put together a counter-proposal that acceded to the company's insistence on a pay rollback but resisted the heavy givebacks Greyhound was demanding in other areas of the contract. With prodding from the Federal Mediation & Conciliation Service, Greyhound flew a team of negotiators into Washington.

With the mediation service's director as a middleman, the give-and-take of hard negotiations continued until the elements of the package had been agreed on and initialed at 4 a.m. on Saturday, Dec. 3.

Council review

Harry R. Rosenblum, president of the 31-local Greyhound council, reported on behalf of the nine-member negotiating team and the full council went over the package in detail that afternoon, after the agreed-on provisions had been put into contract language.

With council members casting a weighted vote based on the membership of their locals, the tally was 162-76 for recommending acceptance of the new package.

In its letter to members accompanying the contract on which they were to vote, the council's officers pointed out that "this tentative agreement leaves very much to be desired."

The decision to recommend acceptance came "only after much soul-searching and gut-wrenching," they said.

In the view of the Greyhound local leaders and the federal mediation agency, the letter asserted, "this package is the best agreement" possible at this time. "A significant majority" of the council considered ratification necessary "to preserve our jobs and our integrity as a bargaining unit," the council officers said.

The 7.8-percent rollback in pay in the

Continued on Page 6

Court asked to block cut in pay protection

The AFL-CIO and a group of affiliates are seeking a federal court injunction to block the Labor Dept. from cutting back prevailing wage protections provided by the Service Contract Act.

New regulations, to take effect Dec. 27 unless the court intervenes, will substantially reduce the number of workers covered by the law.

The request for an injunction, filed with the U.S. district court in Washington, D.C., charges that the regulations flout congressional intent and exceed the Secretary of Labor's discretionary powers to implement legislation.

Joining in the legal action were the AFL-CIO, the Building & Construction Trades Dept., Machinists, Electrical Workers, Laborers, Service Employees, Transport Workers, Carpenters and Seafarers. These unions all have members employed by private firms that obtain government contracts to provide services to federal agencies, ranging from cleaning of government buildings to maintenance of equipment.

The Service Contract Act was passed in 1975 to fill a gap in prevailing wage protections that had resulted in the award of government service contracts to the firms giving workers the lowest wages and fewest benefits.

It was twice strengthened by Congress to close loopholes that had resulted in employer evasions of the intent of the law.

Regulations to improve the administra-

Continued on Page 4

3 studies charge failure to enforce civil rights laws

The Reagan Administration was accused of failing to enforce civil rights laws by refusing to act against discrimination in education against racial minorities, women and the handicapped.

A report published by the Civil Rights Leadership Conference Fund concluded that both the Dept. of Education and the Justice Dept. have shirked their legal obligations to assure that programs receiving federal funds be free of discrimination.

In related areas, Administration policies also came under sharp criticism from the House Government Operations Committee and from the U.S. Civil Rights Commission, the federal watchdog agency that President Reagan has tried to transform by replacing members critical of his policies.

The report from the Civil Rights Leadership Conference, a coalition that includes religious and union groups, charges that the Reagan Administration has:

- Sought to rewrite civil rights legisla-

Continued on Page 5

CBO chief warns:

Reagan deficits imperil recovery

By James M. Shevis

The huge federal deficit and mounting interest costs growing out of the Reagan budget pose a crisis that could endanger the fragile economic recovery the nation is experiencing, Rudolph Penner, director of the Congressional Budget Office, warned.

In a pessimistic account of the deficit situation, Penner told participants in an AFL-CIO conference on economic issues the CBO projects that the deficit will remain at roughly $190 billion in the 1984-86 period, then rise "rather substantially."

If interest rates continue at present levels, Penner said, the cost of financing the federal debt will rise by $56 billion by fiscal year 1986. That would exceed any tax increase under consideration in Congress, as well as the $45 billion in contingency taxes President Reagan suggested in his last budget message to Congress.

"Even scarier," he said, "is that a 1 percent increase in the budget would raise it (the debt cost) by $14 billion, or to $70 billion, by 1976."

Abnormal recovery

Penner observed that the recovery "is not normal in all respects," and cited the high level of real interest rates, which contribute to the budget deficit. "In the long run, the budget deficit is crowding out capital," he noted, adding that housing is not faring well.

At another seminar, a day earlier, Penner warned: "The mathematics are in place for an explosion, and we cannot remain on that path forever. The longer we wait, the more serious the problem."

He told the AFL-CIO conference that he is also "worried" about the economy's dependence on foreign capital, attracted by high interest rates. This dependence makes recovery vulnerable, he pointed out. If foreign investors were to lose confidence in the health of the American economy, and if this inflow of foreign capital were cut off, "we'd be in bad shape," he said.

"Interest rates would rise and the dollar would follow to where inflation would rise and the recovery would be aborted," he said.

The high interest rates also have a harmful impact on the nation's trade balances, Penner emphasized, because they make exports much more expensive while cheapening imports.

On a more optimistic note, Penner said the CBO economic outlook for 1984 and

Continued on Page 2

The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

12/10/83

Director Rudolph Penner of the Congressional Budget Office, right, with AFL-CIO Legislative Director Ray Denison, left, and Research Director Rudy Oswald at the federation conference on the economic outlook.

CBO director warns deficits endanger economic recovery

Continued from Page 1

1985 foresees "a light increase" in inflation and continued high real growth, about 5 percent next year.

But he again cautioned that the debt build-up and the growing interest costs constitute a real threat to the economy.

AFL-CIO Research Director Rudy Oswald noted in a question-and-answer period following Penner's remarks that the CBO director had not touched on the problem of high unemployment in his discussion of the economy. The nation's jobless rate in November officially stood at 8.4 percent, with 9.4 million people out of work.

"Is there no government—no public—responsibility for the unemployed?" he asked.

Penner replied that, while "we're making progress" with the economy, "that progress is not going to touch certain segments of the population," notably the very unskilled workers or skilled workers whose labor is no longer needed because of structural unemployment.

Targeting to continue

"We need to continue to experiment with various job training, or targeted, programs," he said.

Oswald urged Penner to factor in the unemployment problem in CBO's determinations, pointing out that it is not being essentially or sufficiently addressed today.

"It is a major problem," he stressed, "because people in our society depend on work for income."

Arnold Cantor, assistant director of the federation's Dept. of Economic Research, pointed out that the economy is still fragile, with a lot of unknowns and severe structural problems.

"Where are we when the next recession comes along? We don't seem to have any tools anymore," he said.

Agreeing with Cantor, Penner noted the CBO forecast assumes a "very good" recovery in the long run, but "nothing spectacular. . . . With (another) recession, you could have such a huge debt that the interest would become politically unbearable . . . and we'd have to raise taxes or cut spending."

Henry Schechter, deputy director of the Dept. of Economic Research, expressed concern over higher outlays for military defense and whether that might heat up the economy.

In other remarks, Penner said that projected health care costs under the federal budget are "really very disturbing." He noted that the CBO projects that expenses for Medicare and Medicaid will rise by 14 percent a year between 1983 and 1989, and called for fundamental reforms in this area.

In a separate review of the AFL-CIO's legislative program for 1984, Legislative Director Ray Denison ran down a long agenda of labor's goals.

Among its priorities are natural gas price decontrol, jobs creation legislation, fair trade, tax reform, immigration policy, resolution of pension plan differences, health care for the jobless, and legislation to protect the jobless against mortgage foreclosures.

2-year AFSCME study

False savings, abuse mark contracting out

Contracting out of public services to private firms costs the taxpayers too much money and opens the door to abuses, fraud and corruption, a two-year study by the State, County & Municipal Employees has found.

In releasing the results of the study, AFSCME President Gerald McEntee stressed that the practice of contracting out has serious shortcomings.

"Contractors providing government services are frequently more costly; contracting out often results in reducing the quality and efficiencies of services; it is inevitably accompanied by a lessening of public control, and there are documented cases of crime and corruption associated with contracting out," McEntee declared.

AFSCME said it wants to alert the public and policy-makers to the drawbacks associated with the "privatization" of state and local services rather than the use of full-time, accountable public employees to perform the work.

The union compiled its research into a 116-page book, called "Passing the Bucks: The Contracting Out of Public Services."

AFSCME is distributing 5,000 copies to governors, mayors and other key officials and legislators around the country.

Numerous abuses

The union noted that the study contains numerous examples of mismanagement, abuse, fraud and corruption linked directly to contracting out.

McEntee pointed out that the Reagan Administration's cuts in aid to state and local governments tightened the budget squeezes that many were already feeling, and contracting out for cheap services was soon being promoted as a "quick fix."

States, counties and municipalities have laid off public employees and hired private firms to provide services like trash hauling, data processing, road repair, architectural, printing, custodial and social services and more.

But AFSCME's report shows that "contracting out is no panacea," McEntee said. "In fact, contracting out much more often operates against the best interests of the public it is supposed to benefit."

In some cases, AFSCME's study found that the public has actually been endangered by efforts of state and local governments to slash their budgets. A key example is the push by some authorities to cut budgets for public hospitals by "deinstitutionalizing" mentally ill or retarded people, either forcing them on the streets or into poorly run, inadequately supervised private facilities. AFSCME documents cases in which those patients themselves have been brutally abused, or they have terrified and attacked other patients because of improper security, or they have harmed other citizens.

Other findings of the study included:

- Rather than saving money, contracting out often results in higher costs, including hidden add-ons and related abuses.
- Contracting out can result in a decline in the quality and efficiency of services when private operators cut corners by hiring low-wage, inexperienced workers and supervising them inadequately.
- Corruption in the system is widespread, with numerous examples cited of bribery, kickbacks, bid-rigging and collusion. Letting public contracts is still a tool of political patronage in many areas.
- Cities and states have been left hanging—and have had to bring in more expensive emergency services—when contractors run into financial difficulties and can't perform.
- Contractors often turn in "low-ball" bids to snare a lucrative contract, then start bumping up costs.
- Competition is often the exception rather than the rule in selection procedures.
- The drafting of job and contract specifications can be so narrow that a contractor can refuse to perform even small services routinely provided by public employees. In many instances, governments have found it necessary to have a public employee assigned constantly to monitor the contractor's performance.
- Contracting out results in less accountability by government to the public, and many contractors view government work as "easy money" because low standards and high costs are considered normal.

Saving tax dollars

The study cites experiences of state and local governments that found they could save substantial tax dollars by keeping services "in-house." In many cases "savings" realized on one page of a budget ledger, such as reduced payrolls, were largely wiped out by increased costs elsewhere, such as low productivity, higher payments for unemployment compensation and public assistance, and lost state and local income taxes.

McEntee pointed out that the key to improving public services is "good public management and efficient public services, not the selling off of government."

Public officials have used contracting as a "crutch to prop up weak management," McEntee charged, adding that in every case where contracting out has been a failure, it has been the public that has "paid the bill."

AFSCME said its education campaign will also include advertisements describing the pitfalls of contracting out in major publications that reach government policymakers.

Labor's foes held 4-1 lead in funds

Corporate, trade association and right-wing political action committees outspent labor PACs by about 4-1 in the 1982 congressional elections, the Federal Election Commission reported.

PACs raised $199.5 million and spent $190.2 million during the 1981-82 election cycle, up by 45 percent from the 1980 elections, the FEC said. Its report covered 3,722 PACs.

Contributions by PACs to Senate and House candidates skyrocketed over the past three elections from $34.1 million in 1977-78, to $55.2 million in 1979-80 and $83.6 million in 1981-82.

Watergate reforms brought public financing of presidential elections. Organized labor has long supported public financing of congressional elections, but that reform has made little headway on Capitol Hill. A bill limiting contributions in House races passed the House in 1981 but was held hostage in the Senate and died.

In terms of spending in the 1981-82 cycle, the FEC's study showed corporate PACs disbursing $43.3 million; trade association PACs, $41.9 million, and nonstock corporations, $2.1 million. Independent PACs, most right-wing or conservative in philosophy, spent $64.3 million.

By contrast, labor PACs spent a total of $34.8 million.

The PACs of cooperatives, which tend to be bipartisan in their political interests, spent $3.6 million.

The top 10 corporate PAC contributors were Tenneco, Inc., Winn-Dixie Stores, Harris Corp., American Family Corp., Litton Industries, United Technologies Corp., Standard Oil of Indiana, Grumman Corp. and Philip Morris, Inc.

Trade's top 10

The top 10 among trade association contributors were: Realtors PAC, American Medical Association PAC, National Association of Home Builders, American Bankers Association, Automobile and Truck Dealers, National Rifle Association, Associated General Contractors, American Dental PAC, National Association of Retired Federal Employees and National Association of Life Underwriters.

The top ten labor PAC contributors were the Auto Workers, Machinists, AFL-CIO COPE, Seafarers, Food & Commercial Workers, Steelworkers, Operating Engineers, Marine Engineers, Communications Workers and the unaffiliated National Education Association.

The independent PACs are best listed by their spending totals which cover the costs of overhead, fund-raising efforts and political activity in addition to contributions.

Leading the top 10 independent PACs was the National Congressional Club run by Sen. Jesse Helms (R-N.C.), with $10.4 million in spending.

The right-wing National Conservative Political Action Committee (NCPAC), headed by John T. Dolan, spent $10.1 million, directing much of that into negative campaigns to defeat liberal Democratic senators.

Others among the top independent PACs, in spending order, were the Fund for a Conservative Majority, $2.9 million; the liberal National Committee for an Effective Congress, $2.5 million; Citizens for the Republic, an early Reagan-for-President group, $2.5 million; the right-wing Committee for the Survival of a Free Congress, $2.4 million; Sen. Edward M. Kennedy's Fund for a Democratic Majority, $2.2 million; former Vice President Walter F. Mondale's Committee for the Future of America, $2.2 million; Sen. Howard Baker's Republican Majority Fund, $2 million, and former Rep. Morris Udall's Independent Action, Inc., $1.2 million.

Rep. Zablocki dies at 71, labor's ally in Congress

Rep. Clement J. Zablocki (D-Wis.) died of a heart attack at the age of 71 and the trade union movement lost "a staunch ally," AFL-CIO Legislative Director Ray Denison said.

A veteran of 18 terms, dating back to 1949, Zablocki was chairman of the House Foreign Affairs Committee and among the more influential members of Congress. He was the son of Polish immigrants and represented a largely blue-collar district in Milwaukee.

Zablocki's COPE record, through the close of the 97th Congress, was 92 percent "right" by labor's standards on 306 key votes. Rep. Dante B. Fascell (D-Fla.) is Zablocki's likely successor as chairman of the Foreign Affairs Committee and a special election will be held for Wisconsin's 4th congressional district seat.

Suit hits delay of EPA toxic chemical tests

New York—The AFL-CIO Industrial Union Dept. and the Natural Resources Defense Council are suing the Environmental Protection Agency for delaying tests on 16 toxic chemicals suspected of causing cancer, genetic damage, and birth defects.

In a suit filed in the federal district court here, the two groups accused EPA of failing to meet deadlines imposed by the Toxic Substances Control Act to analyze chemicals targeted by a government committee as possible health risks.

A key provision of the federal toxics law is being systematically violated by the agency, the groups charged. They asked the court to draw up a "prompt schedule" for agency action on the chemicals.

"EPA's unlawful delay in implementing the Toxic Substances Control Act's chemical testing program is more than a mere technical violation of the law," the groups said. "It has a direct effect on the public health of tens of thousands of Americans."

Long overdue rules

The suit specifies 16 chemicals for which regulations are up to five years overdue. Among these are cresols, solvents widely used in cleaning compounds to which an estimated 1.2 million workers are exposed annually; dichloromethane, a paint-stripper used by 2.5 million workers, and 1,1,1-trichloroethane, another cleaning solvent to which 3 million workers are exposed.

There was no immediate comment from EPA on the suit.

The suit charges that EPA's response to an expert government science panel's recommendation for testing of the 16 chemicals took several forms. For five chemicals, the agency proposed test rules but never finalized them. For six others, it proposed incomplete rules that lacked testing standards and deadlines for submission of test data.

For one chemical, it never issued a proposed test rule, and for the remaining four chemicals, it negotiated voluntary testing agreements with suspected industries instead of proposing test rules.

The National Resources Defense Council is a nonprofit public interest legal and scientific organization.

N. C. Vrataric, Paperworkers leader, dies at 67

Nashville, Tenn.—Nicholas C. Vrataric, secretary-treasurer of the Paperworkers since 1978, died here Dec. 7 of cancer. He was 67.

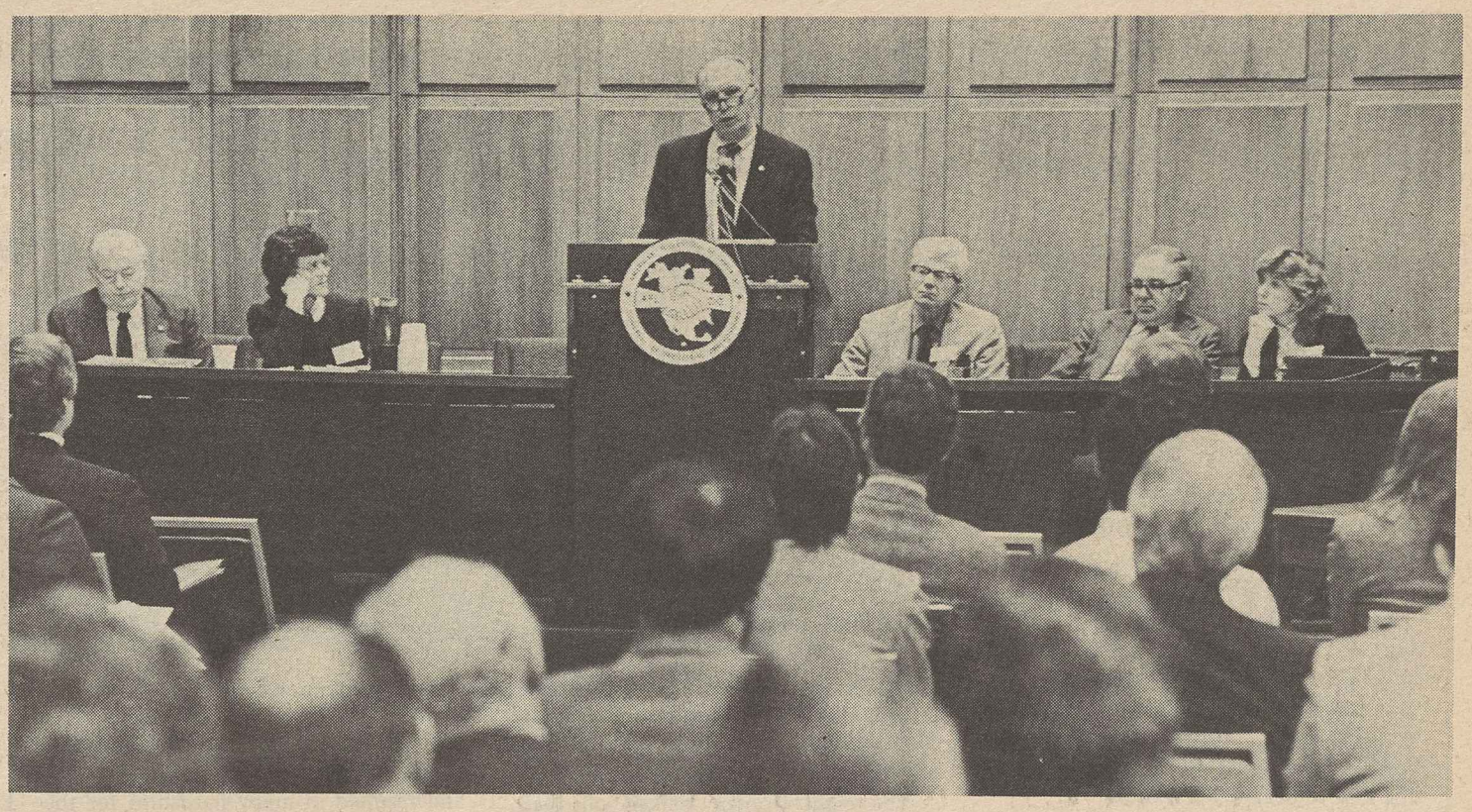
AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue, in a message of condolence to Paperworkers President Wayne E. Glenn, said Vrataric's "high qualities of integrity and leadership earned the trust of tens of thousands of workers."

Vrataric began his career in New York City in 1937, being fired from his warehouse job for union activities. He later joined the CIO's Textile Workers as an organizer. From 1940 to 1943, he served as a representative with the United Paper, Novelty & Toy Workers, a predecessor union of the Paperworkers.

Following Army service, he returned to the union's staff and in 1957, with the merger of former AFL and CIO unions, he became a regional director of the United Paperworkers. After a 1972 merger with the Pulp, Sulphite & Paper Mill Workers, he became a vice president of the merged union.

In 1978 Vrataric was chosen to fill a vacancy as secretary-treasurer and was elected to his first full four-year term at the union's 1980 convention.

He is survived by his wife, Patricia, and two sons. A memorial service was scheduled Dec. 10 at UPIU's new headquarters building here.



AFL-CIO Sec.-Treas. Thomas Donahue outlines labor's alternatives on health care programs.

New bargaining approaches cited in effort to curb health care costs

By Susan Dunlop

Health care costs can be controlled without givebacks at the bargaining table, participants in an AFL-CIO conference on health care and collective bargaining were told.

With the cost of health insurance and health care skyrocketing, many employers are demanding that workers pay a bigger chunk of premiums or accept cuts in benefits. But participants in the two-day conference at AFL-CIO headquarters agreed that alternatives can be worked out through bargaining or other cooperative efforts with employers, insurance companies and health care providers that can cut costs without cutting benefits.

The conference on health care, economic and collective bargaining issues, aimed at union research directors, was jointly sponsored by the federation's Dept. of Occupational, Safety, Health and Social Security and Dept. of Economic Research.

In a keynote address to the meeting, AFL-CIO Sec.-Treas. Thomas R. Donahue asserted that collective bargaining has taken on new dimensions with employers who are willing to shut down or move away rather than negotiate fair contracts.

Labor can fight back, Donahue said, by demonstrating its strength and determination to protect workers' rights, as well as through its willingness "to be more savvy in our own proposals and strategies in bargaining."

Karen Ignagni, the federation's health programs specialist, told the conference that the nation is headed for a massive health care crisis. Unless Congress puts an effective lid on all rising health care costs, organized labor will feel the "devastating" effects of the increased costs in takeaway demands at the bargaining table, she warned.

Ignagni laid the blame for health care cost inflation, now in the 15-20 percent a year range, on hospitals, doctors and insurance companies, as well as on a do-nothing attitude on the part of the Reagan Administration.

Runaway costs

Charges by health care providers are virtually uncontrolled, Ignagni said, and insurance companies make the situation worse by simply tacking on their profit margins to providers' bills.

She scored the Reagan Administration for its refusal to abandon faulty notions that "competition" will bring down costs.

What is needed is across-the-board, comprehensive cost containment legislation, Ignagni stressed.

The AFL-CIO is supporting bills introduced by Sen. Edward M. Kennedy (D-Mass.) and Rep. James Shannon (D-Mass.), but labor "cannot afford to wait for Congress to act," she warned.

The federation is also urging its affiliates and state and local central bodies to join or form local health care coalitions, and to "take the initiative" at the bargaining table to suggest good alternatives to management proposals to cut benefits.

Cathy Schoen, special assistant to President John Sweeney of the Service Employees, told the conference that a number of successful cost control programs have already been tried by unions and employers. In some cases, she said, benefits have actually been increased without raising premiums.

In her detailed report on alternatives, Schoen stressed that cost containment strategies require careful and intensive investigation of existing health plans and the sources of cost increases.

Successful alternatives, she said, have included better administration of the overall health plan, increased control over doctor and hospital use of services and the elimination of those that are unnecessary, negotiations over fees and charges, more use of preventive programs and participation in health maintenance organizations and related programs.

Union plans

Representatives of the Auto Workers, Communications Workers, Electrical Workers, State, County & Municipal Employees and the Steelworkers described techniques their members have used successfully to improve health plans and retain benefits.

In a wrap-up to the health care discussions, SEIU President Sweeney asserted that unions "are on the verge of seeing three decades of steady improvements in the health coverage of Americans wiped out in a scant few months," as more and more employers press to shift the burden of costs to workers.

Sweeney scored the "myths" that put the blame for increased costs on greater use of services by health care consumers or on wages of hospital workers.

Unions must "formulate a health care cost containment agenda which will defend the progress already made toward an efficient, one-class health care system available to all Americans, regardless of race, class or geographic location," he said.

CBO outlook

In conference sessions addressing economic problems, Rudolph Penner, the new director of the Congressional Budget Office, reviewed the nation's economic prospects for the next two years.**(Story, Page 1.)**

Overviews of union economic policies and the AFL-CIO's legislative programs for 1984 were presented by Economic Research Director Rudy Oswald and Legislative Director Ray Denison.

AFL-CIO Special Counsel Larry Gold and Arthur Brennan of the Air Line Pilots outlined the growing problem of employer use of bankruptcy laws as a union-busting technique.

Representatives of the Auto Workers, Bricklayers and Electronic Workers explained efforts by their members to deal with employer demands for dual wage structures, such as for new hires.

Service Employees to seek cost freezes in 10 key states

The Service Employees plan to seek legislation in 10 states that will link premium increases and other rate hikes for private health care insurers to their performance in putting a lid on costs.

SEIU President John J. Sweeney told participants in the AFL-CIO health care conference that the union's goal is to freeze on doctors' fees "until negotiations industry giants demonstrate actual savings from cost-containment programs."

The legislation will also call for a freeze on doctors' fees "until negotiations produce fair rates to be charged under all private insurance plans in those states," he said.

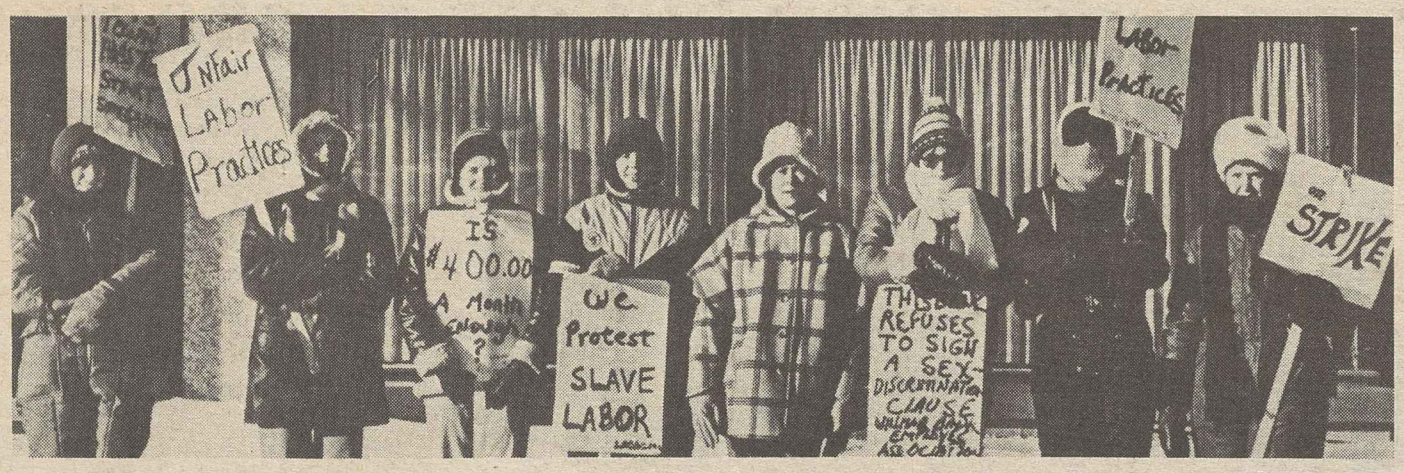
The targeted states are Michigan, California, New York, Illinois, Ohio, Missouri, Georgia, Texas, Pennsylvania and Oregon.

Sweeney said the union is acting because organized labor is the only institution capable of protecting the interests of working men and women on the issue.

Workers and their unions have to "help themselves" solve the growing health care cost crisis, Sweeney said, because help is not coming from any other source. The Reagan Administration, he said, clings to "an untested theory of health care competition more in the interest of conservative ideological purity than in the health of our nation."

He said it is unfair to blame higher costs on consumers or on the wages of health care workers and instead faulted the "unaccountability of doctors, profiteering by the medical industry, shirking of responsibility by insurance companies and inaction by well-lobbied politicians."

The time is "ripe," however, for action on the state level, Sweeney said, adding that the choice of target states was based on existing strong interest in the issue, SEIU's relations with state governments and a high concentration of union members.



The original Willmar bank strikers on the picket line in 1977.

UAW victory inspired by 'Willmar 8'

A strike for equality and justice by eight women employees of a bank in Willmar, Minn., helped pave the way for other women bank employees in the city to organize a union.

Now the story of the "Willmar Eight" has been produced as a made-for-television movie, to be shown on the NBC network on Jan. 16.

In Willmar this Oct. 27, some 40 employees of the First American Bank, mostly women, voted to be represented by the Auto Workers. The workers who led the organizing drive first contacted the UAW with the help of one of the original "Willmar 8" who had struck another of the town's banks six years ago in an effort to win equal pay, promotions—and their dignity.

Their struggle to organize is treated sympathetically in the NBC film titled "A Matter of Sex," which closely parallels the events that evolved in the lengthy strike. The program stars Jean Stapleton and was directed by Lee Grant.

The eight women walked off their jobs at the Citizens National Bank of Willmar in December 1977, after months of efforts to win a contract and get the bank to end its practices of sex discrimination failed. Among the incidents that added to their anger was the hiring of a young male employee as a "loan officer" at a substantially higher salary than that paid to women employees who were not only passed over for the promotion but also expected to train the man.

The strike drew national attention to the women's attempts to organize and win their rights through a union contract and in cases before the Equal Employment Opportunity Commission and the National Labor Relations Board.

The NBC film points out that the lengthy litigation prolonged the strike, and resulted in many hardships for the eight women.

Although the Willmar eight scored a number of moral victories, including the eventual resignation of the bank's president, the NLRB threw out their unfair labor practice charges because of technical mistakes made in the filing of charges by their attorney. They did not regain their jobs.

The women first formed their union as an independent, the Willmar Bank Employees Association. As their cause became widely known, they received strong support and financial aid from the Office & Professional Employees, Auto Workers, Minnesota AFL-CIO and unions throughout the state.

Airline unions score dilution of job rights

The Labor Dept.'s final rule to implement provisions of a 1978 law giving displaced airline workers priority hiring rights for other jobs in the industry fall far short of congressional intent, unions representing airline workers said.

Certain stipulations in the rule even dilute the labor protections embodied in the Airline Deregulation Act, they charged. Furthermore, the rule is five years in the formulation and does not implement a monthly assistance program called for under the law.

William Scheri of the Machinists air transport department said the unions would continue to press for the monthly payments for airline employees who lose their jobs because of shutdowns or major contractions caused by deregulation.

AFL-CIO union members directly affected by the rule include the Air Line Pilots, the Air Line Employees Association, the Flight Attendants, Transport Workers and the IAM. The unaffiliated Teamsters also are affected.

Law's provisions

Under the 1978 law, the Secretary of Labor is required to administer a legal hiring preference for unemployed airline workers thrown out of jobs due to deregulation and set up a program giving such workers monthly payments for up to 72 months.

The final rule issued by the Labor Dept., which will take effect in 60 congressional working days following its Nov. 22 publication in the Federal Register, specifies that eligible airline workers who involuntarily lost their jobs after the law was implemented have a first right of hire for vacancies at carriers that were in business prior to deregulation.

The requirement for four years of service is one of the rule's provisions to which the unions object. A bill introduced by Rep. Norman Y. Mineta (D-Calif.) shortly before Congress adjourned, would eliminate the four-year requirement.

Proposed rules for the rehire program were first developed in 1979, and regulations were issued during the final days of the Carter Administration. But they were withdrawn by the Reagan Administration.

Court asks to bar retreat on prevailing pay coverage

Continued from Page 1

tion of the law were issued by the Carter Administration before it left office but withdrawn "for review" by the Reagan Administration when it came to office. Along with other regulations, it was to be subjected to cost-benefit analysis, the Labor Dept. said.

Most of the changes eventually adopted by the Labor Dept. were signalled in the spring of 1981 at Labor Dept. briefings for interested parties and the press. In August of that year, the Labor Dept. published its proposed regulations, touching off a flood of protests from unions whose members would be affected. During a period for public comment, including an extension and public hearings, some 1,600 interested parties expressed their views.

Few modifications were made to the original proposal and the final version, announced Oct. 27, included provisions the AFL-CIO charged at the time would turn a worker protection law into a "wage-busting device."

One labor-opposed change weakens the successorship provision of existing regulations which bars a new firm that wins a service contract bid from paying its workers less than the workers employed by the predecessor contractor would have received under an existing collective bargaining agreement. The new rule maintains that protection only if the work is performed in the same locality.

Coverage also would be reduced by excluding services performed under a multipurpose contract, where the provision of services is not the principal element of the contract.

Other exemptions under the new regulations would include overhaul and repair contracts and contracts for the maintenance and repair of high-technology equipment when the service is provided by a company that also sells such equipment.

In announcing the changes, Labor Sec. Raymond J. Donovan said they represent "a more cost-effective approach for achieving regulatory goals" and asserted that they would save the government an estimated $124 million a year on its contract costs.

Three candidates enter race for top USWA post

Pittsburgh—Steelworkers Treas. Frank McKee announced he will be a candidate for the USWA presidency to fill the unexpired term of Lloyd McBride who died Nov. 6.

McKee declared his candidacy after Vice President Joseph Odorcich withdrew from the race to fill the last two years of the four-year term.

Acting Temporary President Lynn Williams, who is also the union's secretary, declared his candidacy earlier. Williams was elected interim president by the union's executive board after McBride's death.

Ron Wiesen, president of USWA Local 1397 in Homestead, Pa., has also said he will seek nomination.

The union will hold a special referendum election next Mar. 29 to choose a new president. Nominations will be taken up by the locals at their January meetings.

Odorcich, who is 67, said he was stepping out of the race because of his age.

Equity historical file established at NYU

New York—The Actors' Equity Theater Collection has been established at the Robert Wagner Labor Archives at New York University.

In the collection are files on hundreds of early New York stage productions as well as memorabilia from road companies, tent shows, variety acts and other theatrical entertainments. Many records contain correspondence, records and memorabilia of the country's most famous actors, vaudeville entertainers, producers and writers in the first half of this century.

Heavy bargaining schedule set for key industries

A heavy schedule of collective bargaining next year will involve about 3 million of the 7.9 million private industry workers under major agreements.

Major contracts—those covering 1,000 or more workers—are due to expire or to be reopened for wage negotiations in 1984 in the mining, petroleum, construction, railroad, auto, maritime and food industries as well as the United States Postal Service.

In compiling next year's bargaining agenda, the Bureau of Labor Statistics noted that 1984 will be the third year in a row of heavy bargaining, breaking a 30-year cycle of two heavy years followed by a light one.

"Reflecting uncertain economic conditions faced by negotiators in 1982 and 1983, this bargaining schedule includes industries, particularly automobiles and construction, in which expirting contracts had been negotiated for a shorter duration than usual," BLS noted.

In January, contracts covering some 50,000 members of the Oil, Chemical & Atomic Workers at major oil companies expire. Agreements with 13 unions representing some 300,000 employees of major railroads expire in June.

The unions are the Railway Carmen, Boilermakers, Firemen & Oilers, Machinists, Maintenance of Way Employees, Railway & Airline Clerks, Sheet Metal Workers, Signalmen, Train Dispatchers, United Transportation Union, Yardmasters, Electrical Workers, and the unaffiliated Locomotive Engineers.

Also expiring in June are National Maritime Union contracts covering some 29,500 workers at Atlantic and Gulf Coast companies and agents and tanker companies. In July, an agreement between the Pacific Maritime Association and the unaffiliated Longshoremen & Warehousemen representing some 21,250 workers is set to expire.

Contracts covering some 572,000 postal unions represented by four unions are up for renewal in July. The four unions are the Letter Carriers, Postal Workers, the Laborers' Mail Handlers Division, and the unaffiliated Rural Letter Carriers.

Bargaining will be heavy at the end of the summer to renew Auto Workers agreements covering some 105,000 workers at Ford Motor Co., 320,000 at General Motors Corp., and 30,000 at International Harvester that expire in September.

An agreement between bituminous coal operators and the unaffiliated Mine Workers expires in September.

Other major 1984 expirations occur in the food, insurance, aerospace, services and shipbuilding industries.

The BLS said about 3.4 million of the 7.9 million workers covered by major pacts are scheduled to receive wage increases in 1984 deferred from contracts negotiated earlier. These increases will average 4.2 percent, the lowest since this information was first compiled in 1970, "reflecting the moderate settlements negotiated in 1982 and 1983," the BLS observed.

Some 3.9 million workers may receive cost-of-living adjustments in their wages because their contracts provide 1984 adjustments if prices change sufficiently. The BLS said another 600,000 workers are covered by COL clauses that do not provide any adjustment during 1984.

About 57 percent of all workers under major contracts are covered by COL clauses, the BLS said.

Struck door firm puts union-busters in charge

Everett, Wash.—The E. A. Nord Co. put a team of professional union busters into key management jobs and ended up with a long, costly strike that has demolished the reputation of a family firm that once was noted for the manufacture of quality doors and for fair dealings with its workers.

The few doors now being turned out are produced by untrained strikebreakers hired from the unemployment lines in western states. Only a handful of the nearly 700 union members who struck last July 14 have given in to company inducements to return to work.

There has been strong community as well as trade union support for the strikers, members of Local 1054, part of the Western Council of the Lumber, Production & Industrial Workers, a division of the Carpenters.

Union-busting is target of a rally called by the Snohomish County AFL-CIO.

Deep cuts

The immediate cause of the strike was a company demand for large-scale cuts in pay and benefits, coupled with a refusal to open its books to the union to demonstrate the need.

As people in Everett see it, the problem dates to the replacement of executives who helped the late Eric Nord build the business from scratch with the new breed of management consultants hired by his grandson, who is now the company president.

Heading the list is Fred Long, hired as the company's chief negotiator. Long founded and headed the West Coast Industrial Relations Association (WCIRA), which has been the target of congressional hearings on the role of management consultants.

Evidence at the hearing included a transcript of a speech by Long assuring employers that they won't get into trouble for false statements at an NLRB hearing because "there's no such thing as perjury in a labor board proceeding."

Long's response at the 1980 hearings by the House Subcommittee on Labor-Management Relations was that he really wasn't advising the employers to lie, but merely telling them what the facts were.

An alumnus of Long's operations, John Hermann, who branched off on his own to head American Executives Services, Inc., was the first of the union-busting management consultants hired by Scott R. Nord, the grandson of the company's founder. Hermann, who is now a member of the firm's board of directors, was instrumental in the hiring of Darryl Springer, now the company's vice president and general manager, according to a story in the Everett Herald.

With its union-busting strategy in hand, the company broke off from the settlement pattern in the wood products industry in the Pacific Northwest and demanded massive union concessions. These included, Local 1054 reported, wage reductions up to 40 percent, elimination of bonus pay, dropping of four paid holidays, curtailment of pension and health-welfare benefits and a dismantling of the seniority system.

The result was described by a Seattle Post-Intelligencer reporter who came to Everett for a first-hand look at the strike.

Round-the-clock picketing

"Unionists are out 24 hours a day, walking the line in front of the mill that is one of the world's largest door manufacturers," the newspaper reported.

"For warmth, they huddle on the sidewalk around makeshift wood stoves built from old oil drums. . . . The pickets jeer, often profanely, at all who cross their line, whether they are coat-and-tie men driving trucks that Teamsters won't touch or any of the hundreds of replacement workers hired since the strike began in July."

Said one striker when asked why so many workers held out for so long, "If you can't fight for what you believe in, you might as well give up."

Everett's Mayor William E. Moore said he had asked both the union and company "to sit down at a table with me here in City Hall" to try to negotiate a settlement.

The union accepted but Nord's management refused, the mayor said.

Carpenters assail distortion of federal labor law's intent

Seattle—Construction workers are "hamstrung" by employer manipulations of federal labor law, Carpenters' Treasurer Charles Nichols told a House panel at regional hearings.

Nichols, who is legislative director for the union, told the Labor-Management Subcommittee that in the last five years building trades unions have seen "the beginning of the collapse of multi-employer collective bargaining in the construction industry and a replacement of that system by a continuing open industrial battle" throughout the construction industry.

Nichols blamed the damage on the National Labor Relations Board and the courts. "The system," he warned, "is collapsing around our ears."

Nichols told the panel that "long-established collective bargaining relationships that have been built up on a multi-employer basis are being disrupted . . . by labor consultants who have easily acquired the specialty of using the National Labor Relations Act to avoid collective bargaining responsibilities."

One obvious result, he said, "is to tear up well-established bargaining patterns and promote major strikes and lockouts." He cited "a massive increase in litigation and in work hours lost through strikes."

Nichols said that in 1980 there were about 6,000 separate agreements in the construction industry. He predicted the number might skyrocket if the trend to break up multi-employer units continues, abetted by the "Labor Board's ignorance of our industry."

Collective bargaining in the construction industry "is at a watershed," Nichols testified. "Steps must be taken to restore collective bargaining."

The alternative, he said, would be to repeal the federal law and "let us recreate bargaining structures in the free, unregulated market as we did prior to the Wagner Act."

Weak language

At present, he said, the language of the labor law and narrow interpretations by the NLRB of the term "employer" in the construction industry "are being used to insulate the real employer groups from the obligations of federal policy favoring collective bargaining."

Nichols pointed out that Congress voted in 1959 to allow pre-hire collective bargaining agreements in the construction industry. But the NLRB, in the Higdon Contracting case "ignored the 1959 congressional policy and made all of our pre-hire agreements terminable at will," a decision upheld in the courts, he said. In addition, Nichols said, congressional approval of subcontract clauses in agreements between unions and employers has been similarly overruled by the board and the courts.

The result, he said, is that workers are denied "an opportunity to bargain collectively with the persons or companies that actually control wages, hours and working conditions."

3 studies charge failure to enforce civil rights laws

Continued from Page 1

tion by narrowing the definition of discrimination and by changing earlier interpretations of the law.

- Moved in many respects from strong and automatic enforcement of the laws to reliance on voluntary compliance.
- Refused to make adverse findings of civil rights violations that would require withholding of federal funds, despite clear evidence of violations.
- Undermined enforcement through budget cuts and phasing out programs to help minorities.

The report cites specific cases where the Dept. of Education has weakened or reversed equal opportunity policies and suggests as a factor attitudes such as that expressed by Education Sec. Terrel H. Bell in a 1981 letter. "It seems that we have some laws we should not have and my obligation to enforce them is against my own philosophy," Bell wrote.

The Administration's budget decisions and the substitution of block grants to the states for earmarked federal aid to education programs was criticized in a House Government Operations Committee report.

It found that budget cuts had eliminated more than 140,000 students from programs to help low-income, educationally deprived children. And it urged that assistance to school desegregation programs be financed separately from the block grants.

Big business bonanza

The nation's giant corporations had another highly profitable quarter.

The Commerce Dept. reported that after-tax earnings rose 11.6 percent during the July-September period, following a 17.6-percent increase in the second quarter.

The third-quarter profits rise is just one part of the bonanza for business under the Reagan Administration. In addition to higher recorded earnings, U.S. corporations benefited greatly from the more generous depreciation allowances enacted by Congress in 1981.

Those allowances enable companies to deduct from their taxable income a larger portion of the cost of new plant and equipment than is needed to cover depreciation.

The Commerce Dept. estimated that tax allowances for depreciation in the third quarter were $37.6 billion greater than actual depreciation, based on replacement costs. As a result, companies are enjoying even stronger cash flows than the profit figures suggest.

The third-quarter after-tax profits rose to an annual rate of $141.9 billion, the department reported. Profits were particularly good in nondurable goods and motor vehicle and equipment industries, while somewhat less in financial, machinery and electrical equipment industires.

The department also said that real gross national product—the nation's output of goods and services adjusted for inflation—rose at an annual rate of 7.7 percent in the July-September quarter, a slight downward revision from the 7.9 percent growth rate previously estimated.

67 ILGWU members sought to share in back pay award

San Francisco—The Ladies' Garment Workers are looking for 67 former employees of a local women's wear maker, which shut down its Chinatown sewing plant 10 years ago rather than face a union representation election.

The workers, who were discharged from their jobs, are entitled to share in a $1.25-million back pay settlement approved by the 9th U.S. Circuit Court of Appeals here.

All the workers were of Chinese extraction. All but two were women, and only the two men spoke English. The union has managed to locate 61 other former employees of the firm, Esprit de Corps Co., and has begun a search for the others.

Mattie J. Jackson, business manager of ILGWU's Pacific Northwest District, said that the union and Esprit had agreed to a settlement formula for paying the workers for the time they were unemployed after the plant shutdown. The jobless periods range up to 21 months, she said.

Individual paychecks could run as high as $25,000, including interest.

"It's a great victory, demonstrating that in spite of the many obstacles thrown in workers' paths, determination for what is right and decent eventually pays off," she said.

Agreement on the back pay award came after the appeals court rejected a challenge by Esprit, and upheld earlier rulings of the National Labor Relations Board sustaining ILG's charges of unfair labor practices.

The charges grew out of an ILGWU organizing drive in 1974 at Esprit's Chinatown subsidiary plant, the Great American Sewing Co. The union had collected signed authorization cards from two-thirds of the workers and sought recognition as their bargaining agent.

In its search, the ILGWU has placed notices in area Chinese language newspapers, and has asked the media's cooperation. Since some of the workers have left the area, the union is asking that anyone who has information about their whereabouts contact either the ILGWU office here, (414) 543-9990, or the NLRB.

Solidarity with Greyhound strikers brought these delegates from a Service Employees conference to walk on this Transit Union picket line in Miami. At left is SEIU Vice President Rosemary Trump; in foreground, Maybelle Ploen of Local 74.

Greyhound strikers voting on ratification of settlement

Continued from Page 1

three-year contract was less than the 9 percent insisted on by management at the start of the strike but the same as the post-strike proposal the union membership had rejected. The big difference, however, was in the area of employment benefits, working conditions and job security where the union estimated that improvements over the rejected proposal are worth several million dollars to members.

In the final negotiations, the company dropped demands involving hiring of part-time workers instead of recalling furloughed drivers, split shifts for terminal personnel, a three-day waiting period for sick leave and other rollbacks. Pension and holiday differences were compromised, but the union won its insistence on cost-of-living increases for retired workers.

Besides assuring return of the strikers, the ATU also was successful in preserving a successorship memorandum that calls for continuation of the contract if the bus operations should change ownership. Greyhound Corp., a conglomerate, had hinted strongly during the strike that it might decide to get out of the bus business and sell off its bus line to a non-union operator.

Greyhound had insisted throughout the dispute that the company had to reduce labor costs to the level of smaller lines to compete in an era of price deregulation with both other bus companies and cut-rate airlines.

Under the tentative agreement, the ATU council reported, Greyhound workers will "still enjoy the highest wage and benefit package in the over-the-road industry."

The strike was marked by strong trade union and community support, including picket line reinforcements and rallies sponsored by central labor councils.

Even with supervisors, the number of workers crossing picket lines was far too few for more than a skeleton bus service so the company hired strikebreakers and began training them supposedly as permanent replacements.

In a tragic post-script to this union-busting endeavor, a strikebreaker "trainee" ran down and killed a picket in Zanesville, Ohio. Belatedly, the company closed down its driver training operations there.

New economic study

Persistent joblessness forecast through '80s

Even if a strong economic recovery were to occur, millions of Americans will experience chronic unemployment or low wages, a new study by the National Planning Association concludes.

The report, written by Vanderbilt Prof. Daniel Saks under the aegis of NPA's Committee on New American Realities, forecasts that the extent and severity of labor market distress will increase in the 1980s.

"Even if economic recovery is strong enough to reduce overall unemployment significantly, serious structural problems in the labor market will leave concentrated groups in distress," Saks observes.

The 70-page report estimates that about 11 million workers, or about 10 percent of the American workforce, experienced labor market distress in 1979 before the recessions of the early Eighties took hold.

Of that number, some 4 million were only occasionally employed and 7 million were employed at low wages, Saks said.

NPA is a Washington nonprofit research group launched during the Great Depression. Its Committee on New American Realities includes leaders from labor, business, agriculture and academia.

Troubled groups

Saks identifies four groups of workers expected to face considerable difficulty finding work in the labor market of the 1980s:

- Youths who lack the skills or opportunities to break into the labor market.
- Disadvantaged adults whose normal earnings are insufficient to bring their families out of poverty.
- Dislocated workers, who are accustomed to steady work at good pay but find their jobs disappearing.
- Older workers, often with health problems, who have little earning power or retirement income.

The problems of each of these groups are quite different and targeted policies must be designed for each, Saks contends.

While his object is simply to identify and characterize the general problems of distressed workers, rather than propose policy, Saks does offer some suggestions.

For young people having trouble breaking into the labor market, he suggests development of alternative schools for high school dropouts and intensive residential training programs such as the Job Corps.

For disadvantaged adults whose normal earnings are insufficient to bring their families out of poverty, he proposes income maintenance programs. Many disadvantaged adults can be helped with well-designed employment and training programs.

Dislocated workers

For dislocated adult workers with a history of adequate earnings, Saks says the problem is to determine who is in distress as a result of displacement and to design programs to help them without inhibiting the adjustment of others.

The distress of older workers occurs at a stage in life when it is often too late to provide effective relief, Saks points out.

The deteriorating health of these workers reinforces their problems, he adds. Identifying and dealing with the correctable problems at an earlier stage appears to be the solution, says Saks.

Labor members of the Committee on New American Realities are President Kenneth J. Brown of the Graphic Communications Union, President Murray H. Finley of the Clothing & Textile Workers, Operating Engineers President J. C. Turner, President Glenn Watts of the Communications Workers, AFL-CIO Research Director Rudy Oswald, Auto Workers Vice President Donald Ephlin and CWA Executive Vice President James Booe.

McMichen tops Bingel in voting for ITU president

Colorado Springs—Robert S. McMichen has apparently been elected president of the Typographical Union over incumbent Joe Bingel, according to unofficial results. McMichen is now serving as the ITU's first vice president.

On Nov. 30, with 427 of 507 locals reporting their Nov. 16 election results, McMichen led Bingel, 26,166 votes to 21,382.

The ITU's five-member canvassing board, which met Nov. 30 to Dec. 2 to tally the results, recessed its meeting until Dec. 19 to consider protests filed by three of the candidates for office.

In other unofficial election results:

- Sec.-Treas. Thomas W. Kopeck topped challenger Robert E. Petersen, the secretary-treasurer of Columbia Typographical Local 101 in Washington, D.C. Kopeck, seeking a fourth term, has 29,458 votes to Petersen's 17,442.
- Incumbent Second Vice President Robert L. Wartinger, running for his third term, outpolled Billy Joe Austin of the Denver local, 24,742 to 19,349.
- Incumbent Third Vice President Allan J. Heritage, running unopposed for the vice presidential spot reserved for a mailer, garnered enough votes to gain the first vice president position, which is constitutionally awarded to the highest vote-getter of all the vice presidential candidates.
- ITU Rep. Ray Brown is edging out Bill Boarman, president of Local 101, for third vice president after Boarman held an early lead. The unofficial tally has Brown leading Boarman, 23,041 to 21,199.

ITU voters also were rejecting a proposal to create a new organizing fund to be financed with a dues increase of $1 a month.

The canvassing board was scheduled to hear arguments and rebuttals concerning the three protests by Dec. 13, according to the board counsel, Ron Rosenberg.

Winners of the three-year terms will assume office Jan. 1, 1984.

Jobless rate declines to 8.4 percent

The government reported a four-tenths of 1 percent drop to 8.4 percent in the nation's unemployment rate last month, but a discrepancy in data reflecting the number of people who held jobs suggested the improvement could be overstated.

A day earlier, the Labor Dept. released figures showing that new claims for states' unemployment benefits rose sharply in the week ended Nov. 19, to 434,000 from 379,000. It was the highest level of new claims since last May.

Fewer than four in 10 unemployed workers currently are eligible to draw such benefits.

By another government measure, which includes the armed forces stationed in the United States, the jobless rate in November declined from 8.7 to 8.2 percent.

In determining the national jobless rate, the Bureau of Labor Statistics leaves out workers employed part-time because they are unable to find full-time employment. Their number last month rose by 223,000 to 5,893,000.

Also, BLS does not include so-called "discouraged" workers, those who have given up looking for jobs thinking none exists. When one-half the number of part-time jobholders and all of the 1.6 million discouraged workers are counted in, the AFL-CIO estimates that "true" unemployment in November was 12.4 percent, with slightly over 14 million workers out of jobs.

Officially, the government classed 9,364,000 Americans as jobless in a civilian labor force of 112,036,000. The number of civilians holding jobs was listed as 102,671,000, an increase of 743,000 over the month.

The gain of 743,000 jobs was reported in the bureau's monthly household survey, and far exceeded the 370,000 increase that showed up in a payroll survey of business establishments. The difference in the statistics has left some economists wondering whether the jobless rate really reflects the true unemployment picture.

Some of the discrepancy could be attributed to the creation of new companies that are not immediately caught in the statistical nets from which the payroll figures are compiled, BLS economist Howard V. Hayghe said.

Meager gains

In any case, the data indicated that there was little improvement for the long-term unemployed last month. The average duration of unemployment increased by one-tenth of a week to 20.2 weeks, nearly three weeks greater than a year earlier.

Also, while there was substantial improvement for adult men, adult women, teenagers, and white workers, the rate for blacks in November was still high, 17.3 percent, and for Hispanics, 12.3 percent. For whites, the jobless rate was 7.3 percent. Black teenagers experienced a rate of 46.2 percent.

Overall, the economy continued to climb back from the 17-month Reagan Recession, but the recovery was spotty.

The government's leading economic indicators advanced eight-tenths of 1 percent in October, the 14th consecutive monthly increase.

The improvement, however, was smaller than in seven of the first 10 months of the year, the Commerce Dept. reported. Six of the 10 available indicators measured in October contributed to the overall rise while four had a negative effect.

In its report on the leading economic indicators, the Commerce Dept. said the strongest factor holding back the month's increase was a decline in the length of the average workweek. Other negative indicators were an increase in the average weekly initial claims for state unemployment insurance, and declines in orders for factory equipment, and raw materials prices.

Foremost among the positive indicators was a quickened pace of new business formations. Others were stepped-up orders for consumer goods, the pace of deliveries, and increases in building permits, stock prices, and the money supply.

In other economic reports, the Bureau of Labor Statistics said that real average weekly earnings of production workers rose a seasonally adjusted three-tenths of 1 percent in October.

Consumer prices were up in October because of bigger price tags on motor vehicles and entertainment costs and higher food prices. BLS reported its consumer price index in October was 2.6 percent above last year's level.

In a separate report, BLS said productivity, as measured by output per hour of all persons, rose at a 3.5 percent seasonally adjusted annual rate in the business sector during the July-September quarter. The figure was revised downward from the agency's preliminary report, which showed the rise at 4.8 percent.

EDITORIALS

Ideological Impurities

IF THE IDEOLOGICAL purists who inhabit the Reagan White House get their way, the President will soon find himself surrounded entirely by yes-men and yes-women.

That's the obvious conclusion from the boorish personal attack by the White House press aide on the chairman of the President's Council of Economic Advisers, Martin S. Feldstein. And it is reinforced by the political breach of faith that resulted in dropping Mary Louise Smith, the former Republican national chairman, from the Civil Rights Commission.

Feldstein is an economist of high academic repute with impeccably conservative views—certainly a logical choice for a high post in a Republican administration.

But this, it increasingly appears, is not an ordinary Republican administration.

Feldstein aroused the ire of the guardians of the ideological fire at the White House by pointing out the obvious fact that huge budget deficits aren't going to be substantially reduced unless taxes are raised or defense spending cut.

THE WHITE HOUSE, it seems, wants no talk of a tax rise in an election year; much better that the President continue to deplore the economic mess he "inherited" from the Democrats and proclaim the virtues of a balanced budget constitutional amendment.

So the word went out—from the usual unnamed senior White House officials—to cut Feldstein down to size.

This operation was performed with thigh-slapping glee by the White House press aide, Larry Speakes. His response to reporters clearly suggested that Feldstein was on the way out. A luncheon meeting at which he was even then participating was probably his "last supper," Speakes quipped. Feldstein may not yet have been asked "face-to-face" to resign, Speakes acknowledged. But his clear implication was that's what Feldstein should do if he had any decency.

Only after several days of press and public backlash was there an admission from the White House that the savaging of a distinguished economist might have gone a bit too far.

Just a few days later, President Reagan signalled how far his Administration had shifted from the traditional Republican mainstream by refusing to reappoint one of the most respected women in GOP circles to the Civil Rights Commission.

Her crime apparently was that she was an outspoken supporter of the Equal Rights Amendment, which the Republican Party had embraced up until the last presidential election.

As a leader of the party of Abraham Lincoln, she had been critical of the turning away from past commitments. And, according to press reports, she wouldn't pledge herself to vote for President Reagan's choice to head the revamped Civil Rights Commission.

SO PERHAPS the President thought he had good reason not to appoint Mary Louise Smith to the revised commission that Congress established, with members chosen by House and Senate leaders as well as the President.

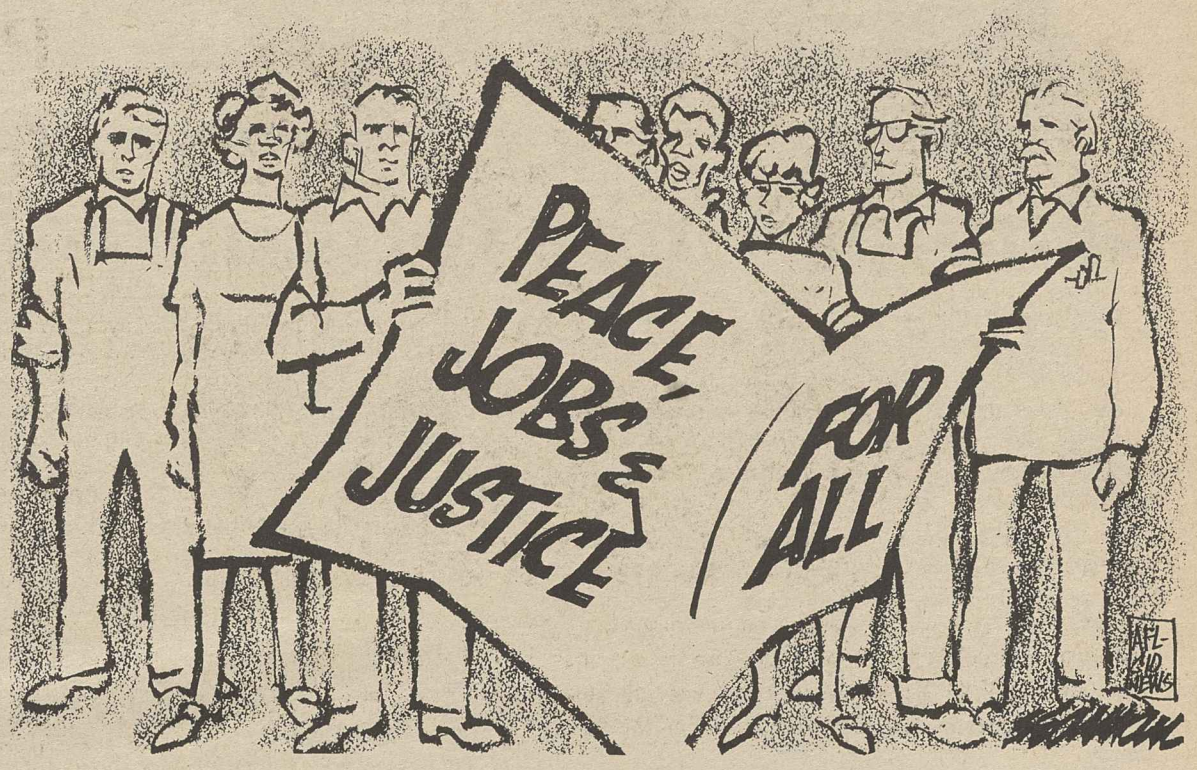
The only trouble was that the compromise between Congress and the Administration that led to the reshaping of the commission included, according to congressional sources, an assurance that Smith would be reappointed by the President.

The episode was magnified by the comparable failure of House Republican Leader Robert Michel to reappoint to the Civil Rights Commission another moderate Republican, Jill Ruckelshaus. He had been expected to do so. But it seems that she, too, had offended the Reagan White House with her independence.

Kathy Wilson, a Republican who heads the National Women's Political Caucus, was one of those who deplored the attempt to silence political dissent and exclude moderates from GOP ranks. "Civil rights should be neither a conservative nor a liberal issue, but an American issue," she suggested.

That's the sort of talk that gives the people at the White House hives.

For All Seasons...



Washington Window

Reagan chopping block dusted off for Medicare

By Press Associates, Inc.

The Medicare program for the elderly, which has ballooned into a $50 billion-a-year industry since its creation in 1965, is fast moving toward the center stage for a national debate over its shortcomings and long-term financial woes.

Without congressional action, federal budget experts say, Medicare payments will exceed payroll tax revenues by 1990 and the Medicare hospital trust fund will be dry.

Pressure to reduce Medicare expenditures also comes from fear of federal budget deficits, which have skyrocketed to the range of $200 billion anually, as a result of the Reagan tax cuts and arms build-up.

With most "discretionary" social programs already gutted under Reagan, "entitlement" programs such as Medicare remain tempting targets for politicians.

Senior citizen and labor groups, the constituency that fought to create Medicare, warned against moves to balance the budget on the backs of those least able to bear the burden. Medicare today helps pay medical bills for 26 million elderly and 3 million disabled Americans.

Attacking the source

To preserve Medicare without the drastic benefit cuts or tax increases being discussed on Capitol Hill, the problem of fast-rising Medicare outlays must be attacked at the source—inflated medical care costs which have risen nearly three times faster than the overall rate of inflation.

Medicare's open-ended reimbursement system is abused by hospitals, doctors and laboratories pushing the cost of the program up by an astronomical 18 percent average annual rate since the mid-1970s.

To stem this drain on the program, Congress in 1983 enacted an Administration-proposed "prospective payment" system. As of Oct. 1, 1983, hospitals are reimbursed fixed amounts for specific services.

It was a step forward that didn't go far enough toward controlling Medicare inflation. A comprehensive plan such as that proposed by Sen. Edward M. Kennedy (D-Mass.) is needed.

Kennedy plan

Under Kennedy's Medicare rescue plan bill, prospective payments would apply to all hospital patients, not just those under Medicare, as well as to in-hospital physician services. Also, Medicare reimbursements would encourage outpatient care whenever expensive hospital care is unnecessary. The Kennedy plan would eliminate the multi-billion dollar deficits in the Medicare trust fund expected after 1990.

Most important, solvency would be achieved without making the elderly and poor pay the price at the risk of their health and very lives.

This would result if Congress adopts proposals like those urged recently by an Administration advisory commission on Medicare. These include raising the eligibility age for Medicare, increasing its deductibles and premiums, and taxing workers' health insurance benefits.

Medicare today pays less than 45 percent of the elderly health care bill. If the trend continues, the financial protection originally provided by Medicare will be completely eroded by 1985, when the elderly will be paying more out-of-pocket for health care than they did before the program began.

Instead of cutbacks, Medicare should be strengthened to meet its original purpose of providing the nation's elderly access to affordable health services. Benefits should include preventive care, catastrophic illness protection, home care, outpatient drugs and eyeglasses.

Passage of the Kennedy bill would be a good beginning.

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Vol. 28, No. 49 SATURDAY, DECEMBER 10, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
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MEMO FROM COPE

Senate: Fight for Control Too 'Iffy' to Call

On election night 1984, results of U.S. Senate races flashed over TV and radio will draw almost as much interest as presidential returns.

The prize will be control of the Senate, right now firmly in the 55-45 grip of Republicans. The arithmetic of control as a consequence of 1984 voting goes this way:

► If the Democratic candidate wins the Presidency and his party picks up five Senate seats, Senate control goes to the Democrats, since the Vice President (a Democrat) as President of the Senate would give them in effect a 51-50 edge.

► Of course, if Democrats pick up six seats, they control 51-49 regardless of who wins the Presidency.

► If the Republican presidential candidate wins, the Senate GOP could withstand a loss of five seats, because then the Vice President (a Republican) as President of the Senate would give *them* the 51-50 edge.

It's too early now, of course, to make any firm predictions. Many who've tried already have had to eat them. Several months ago, there were numerous confident predictions Democrats couldn't help but win control. More recently, there's been some hedging. Now, GOP leaders publicly are confident they will retain control.

So much can happen in the next 10-11 months, all bets are off.

However, each party has some reason to hope the Tooth Fairy will treat it right, and a reason to fear she will favor the opposition.

Discounting whatever impact the presidential outcome will have on Senate results (it might have almost none, it might have a lot), Republicans can smile because they'll be sitting on a mountain of money and they know, relatively, Democrats will be stuck with a molehill.

Conversely, while they're smarting about the money business, Democrats can look to arithmetic for comfort. The figures are: 19 GOP-held seats must be defended, only 14 Democratic-held seats.

And as of now, the GOP appears much more apt to suffer loss than the Democrats in that more of the seats it now holds look to be vulnerable. For example, two of its big-hitters are stepping down, Majority Leader Howard Baker (Tenn.) and Armed Services Committee Chairman John Tower (Texas). Both would have been favored to win in 1984. With them out, Democrats are now given an edge in Tennessee and a fighting chance to pick off Texas.

Among other GOP soft spots: Roger Jepsen (Iowa), Jesse Helms (N.C.), Rudy Boschwitz (Minn.), Gordon Humphrey (N.H.), John Warner (Va.), Thad Cochran (Miss.), Charles Percy (Ill.).

Enough of the arithmetic that consoles Democrats. What of the money that delights Republicans? To begin with, Senate spending from various GOP sources will outgun Democratic spending a good 5-1. It will be buttressed by corporate and trade group contributions to GOP candidates which will far outrstrip labor political action committee (*PAC*) aid to their opponents.

That's an enormous margin, and while money is no guarantee of victory, in an otherwise close race it can be decisive. Witness the Missouri Senate contest in 1982, when GOP incumbent John Danforth was able to wipe out his opponent's lead in the last two weeks because he had all the funds he needed for daily polling and a media blitz based on the poll findings. His opponent was down to her last few bucks and couldn't respond in kind.

There are Democrats the GOP would dearly love—and will go all out—to get rid of. Carl Levin of Michigan, for one. He won with only 52.1 percent of the vote in 1978. Paul Tsongas of Massachusetts is another, a 55.1-percent winner last time out. Claiborne Pell of Rhode Island is always a special GOP target.

GOP money will also be poured in to defeat Max Baucus (Mont.), Bill Bradley (N.J.), Joe Biden (Del.), Walter Huddleston (Ky.), and others.

Consideration of who gets Senate control aside, the chart below showing voting records illustrates what's to be gained or lost in individual contests involving five each of the GOP and Democratic senators already mentioned.

AFL-CIO Voting Record (Through 1982)

DEM. INCUMBENT	'RIGHT'	'WRONG'	PCT. 'RIGHT'
Levin (Mich.)	81	2	98
Tsongas (Mass.)	70	6	92
Pell (R.I.)	233	19	92
Bradley (N.J.)	73	7	91
Baucus (Mont.)	64	16	80

GOP INCUMBENT	'RIGHT'	'WRONG'	PCT. 'RIGHT'
Humphrey (N.H.)	5	76	6
Helms (N.C.)	16	166	9
Jepsen (Iowa)	7	74	9
Warner (Va.)	11	72	13
Boschwitz (Minn.)	12	71	14

GOP Bedtime Prayer

'Bless Mom and Dad . . . and Make Martin Shut Up'

"God bless Mommie and Daddie, and brother and sister, and doggie and kitty . . . and please tell Martin to shut up."

That's how bedtime prayers are winding up in recent weeks for many Reagan Administration officials and probably the President himself, though he hadn't gone public with it yet, as the *News* went to press.

This is because "Martin"—Martin Feldstein, *the chief economic adviser to the President*—is going all over the country suggesting without actually saying it, that the Reagan economic program has the nation riding for a big fat fall.

Feldstein has said what scores of leading economists also have said: Reagan's huge tax cuts and big military build-up are the major reasons for the ballooning deficit (expected to hit nearly $200 billion this year and remain at that level or higher for years ahead).

The record deficit, they say, is going to kick the bejabbers out of any recovery. The problems it will cause, they say, will start showing up in 1985, *after* the '84 presidential election. Interest rates, they say, will soon be out of sight and create economic grief.

The President, on the other hand, argues that his record-setting deficits stem from too much domestic spending and he blames Congress for not knocking it off. Actually, however, Congress handed him almost all of the domestic spending cuts he requested in 1981-82 and a big hunk of his demands in 1983.

What Feldstein—again, we point out, the President's *chief economic adviser*—is saying is some tax increases are essential to forestall a real economic dive in 1985.

Feldstein does not say outright that levying some tax *increases* means Reagan's tax *decreases* in the first place were not such a neat idea or went too far. But he might as well say it, because that's the implication of his warnings.

The furthest Reagan has gone in backing away from the business-and-rich-person's bonanza that was his original tax cut has been to seek *contingency* taxes pegged to some future year.

Feldstein and a lot of others are asking "why not now?"

He's saying our economy can't survive deficits in the $200-billion range (up from about $55 billion when Reagan was asking everyone "Are you better off than you were four years ago?").

This embarrasses the Administration, as well it might. That's why so many of its officials want "Martin to shut up."

(Another prominent Republican recently seconded the warnings of Feldstein and others. He's Rudolph Penner, recently appointed Congressional Budget Office Director. He warns that interest charges alone on government borrowing to finance Reagan's huge deficits will *increase by $56 billion* by 1986, a figure *higher* than Reagan's proposed contingency taxes, and one equal to the *entire* deficit in the last pre-Reagan budget.)

So, Do Something

The federal budget deficit is "a clear and present danger to the basic health of our Republic."—*President Reagan—Budget message 2/83*

Why Mondale?

"By the end of this decade, I want to walk into any classroom in America, ask the brightest student what career he or she is planning, and hear many of them say, 'I want to be a teacher.'

"By the end of this decade, I want to walk into any public health clinic in America and hear a doctor say, 'We haven't seen a single hungry child this year.'

"By the end of this decade, I want to go to the most competitive companies in America, ask them what their secret is, and get this reply: 'We listen to our workers on the shop floor, not just to our executives on the top floor.'

"By the end of this decade, I want to walk into any store in America and pick up the best product of the best quality, of the best price, turn it over and read: Made in the U.S.A."

—WALTER MONDALE

That's Why!

Rightists Open Pandora's Box

The right-wing mischief-makers are at it again. They have a new tactic—the recall process.

An ultra-conservative group calling itself Voters Choice successfully ousted two Michigan state senators recently in recall campaigns. The two were targeted because of their support for a state income tax increase requested by Democratic Gov. James Blanchard to avoid an enormous deficit.

Emboldened by their success, the rightists have set out to recall two more state legislators, again using the tax issue to bludgeon them with.

In using the recall as a threat to sitting legislators, the right-wingers open a Pandora's Box that can let loose little demons to plague their supporters in legislatures, as well. Every legislator becomes a potential target.

Once something like this catches on, it can be used against any incumbent anytime during his or her term by any group of citizens dissatisfied with even one vote the legislator casts.

A further and perhaps more destructive effect: It can paralyze legislative business by scaring legislators off from the tough issues.

AFL-CIO news

VOL. 28, NO. 50
SATURDAY
DECEMBER 17, 1983

$700 million remedy set for pay bias

By Susan Dunlop

"It's a victory for working women everywhere," State, County & Municipal Employees President Gerald W. McEntee said, hailing a federal judge's ruling that the state of Washington must immediately give pay raises and back pay totaling at least $700 million to many of its women employees.

U.S. District Court Judge Jack E. Tanner ruled in Tacoma, Wash., Dec. 14 that the state must, over the next two years, bring wages for workers in predominantly female job classifications up to levels paid to workers in predominantly male occupations that require comparable skill, responsibility and working conditions.

AFSCME, whose Washington state federation brought the original suit, estimated that the raises will bring about $200 million to affected employees over the two years. About 15,000 workers, mostly women, will benefit from the decision.

Judge Tanner also ordered a special court master to calculate how much back pay the employees should receive. The judge said the calculations should date back to September 1979, two years prior to AFSCME's filing of a pay discrimination complaint with the Equal Employment Opportunity Commission.

AFSCME estimated that the back pay remedy could mean an additional $500 million will go to the workers.

Attorneys for the state said the order will be appealed, which will block the raises until the case is resolved.

Rights violated

The judge first ruled last September that the state violated federal civil rights laws, but he did not set penalties at that time. The current order provides for establishment of a formula for the pay increases and back pay. AFSCME said upgrading some jobs will mean increases of about 31 percent. As an example, officials for the state calculated that monthly pay for a college secretary could go up from $1,462 to $1,915.

The union pointed out that estimates on how much the total package will cost the state vary depending on how many workers will be eligible, and on the value of pension and other benefit increases as well as the raises and back pay settlements.

AFSCME initiated the suit in 1982 after ten years of trying to get the state government to comply with its own findings in a number of comparable worth studies.

McEntee said the landmark pay equity ruling "will break the pattern of sex-based wage discrimination in this country," and employers will "have to stop underpaying female-dominated jobs."

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The 1984
LABORITE
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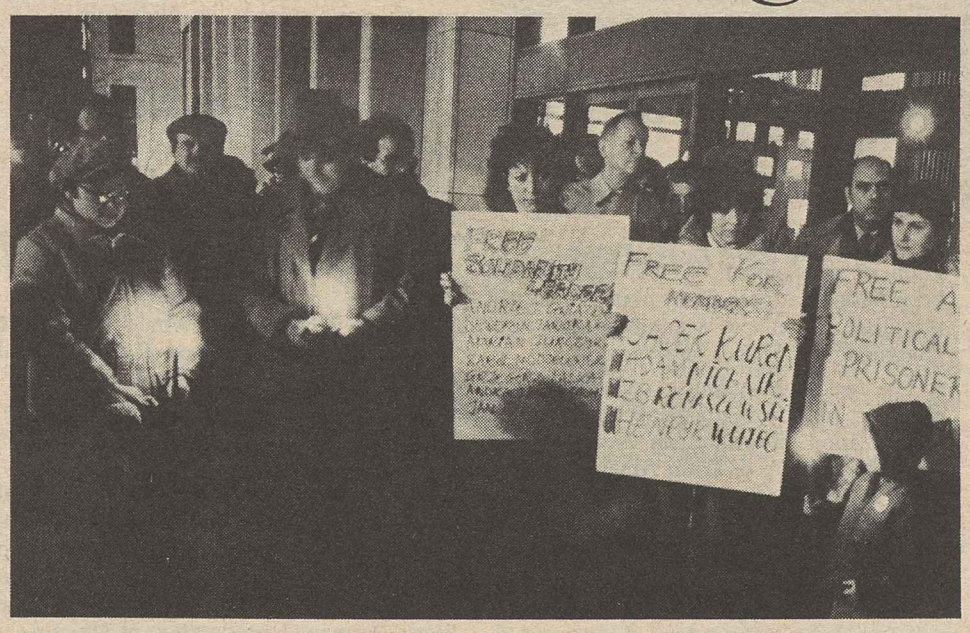
Calendar of courses and institutes at the George Meany Center for Labor Studies

Labor asks tax reforms to solve Reagan deficits



On the second anniversary of the imposition of martial law in Poland, demonstrators gathered in Washington to protest the repression of Solidarnosc, and the upcoming trials of leaders who were instrumental in the founding of the union. The rally and candlelight vigil were sponsored by several organizations, including the Washington Metropolitan Area AFL-CIO, Frontlash, and the Polish-American Congress.

Scores move for new cuts in programs

By David L. Perlman

Huge federal deficits caused by the Reagan Administration's tilted-to-the-rich tax policies threaten the nation's economic recovery, the AFL-CIO warned at Senate Finance Committee hearings.

The committee is trying to shape a deficit reduction package for the second session of Congress, and the AFL-CIO urged that it focus on tax revenues. Measures that would make the tax system more equitable would easily meet the committee's deficit-reduction goals, Assistant Research Director Arnold Cantor testified.

But Cantor stressed that the AFL-CIO "cannot go along" with a proposal being considered by the Finance Committee to require that each dollar raised in new tax revenue be matched by a dollar in spending cuts.

Social programs have already been cut too deeply, Cantor said, even as Congress was granting generous tax reductions for corporations and the rich.

Victims of the domestic spending cuts, he noted, have been "school children, the elderly, the unemployed, the disabled and the disadvantaged. These people have suffered more than enough."

Defense spending impact

Rapid growth in defense spending also has added to the deficit, Cantor said. He reminded the committee that "the AFL-CIO has called for a lower rate of increase in defense spending than that recommended by the President." Further, he urged, "any extra spending for defense should be financed by equitable taxes, not by cuts in social programs or enlarged deficits."

Apart from its inequities, Cantor said, the tax cut enacted in 1981 "ravaged the treasury" and contributed significantly to "a deep, prolonged and senseless recession."

Previously, he said, "the federal tax structure left much to be desired in terms of equity, but at least it was productive. Now it fails miserably on both counts."

Even the most optimistic projections of economic growth show that the existing tax structure can't generate the revenues

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Nobel prize winner

Walesa still hopeful for Solidarity's future

Oslo — Poland's experience with independent free trade unionism has been "a difficult, dramatic one," Solidarity union leader Lech Walesa declared in a lecture delivered at this year's Nobel prize awards ceremony.

"Yet I believe that it looks to the future," Walesa said in remarks presented by Bogdan Cywinski, an exiled leader of Solidarity.

"The things that have taken place in human conscience and reshaped human attitude cannot be obliterated or destroyed. They exist and will remain."

Walesa, who was awarded the 1983 Nobel Peace Prize in absentia, said he remained convinced that his country's problems could only be solved through a dialogue between the Polish government headed by Gen. Wojiech Jaruzelski and the people.

He also demanded the release of all persons sentenced for defending union and human rights.

In an indirect reference to American sanctions against Poland, Walesa suggested a dialogue between the regime and Solidarity and its leaders as the price for removal of the curbs.

He said that Poland faces a major economic crisis, with "dramatic consequences for the very existence of Poland families," which would have serious repercussions throughout Europe. For those reasons, he said, "Poland ought to be helped and deserves help."

Describing himself simply as "a Polish worker from the Gdansk shipyard," the chairman of the now-banned Solidarity movement said he thought the award had been made not as much to him personally as to the Polish free trade unions, its supporters, and its ideals.

"One thing . . . must be said here and now on this solemn occasion," Walesa said. "The Polish people have not been subjugated, nor have they chosen the road

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Litton agrees to try cooperation

Los Angeles—Labor's National Litton Campaign bore fruit in a plan for a labor-management team that will investigate charges of union-busting by the conglomerate and suggest ways to improve relations between the company and its workers.

The proposal came from Fred O'Green, chairman of Litton Industries, Inc., at the company's stockholders meeting here. O'Green suggested formation of the investigative group following presentation of a resolution by union representatives to shareholders.

The resolution urged the directors to set up a committee "to develop a corporate code of conduct guaranteeing the right of employees to organize and maintain unions and affirming the principles of collective bargaining in good faith."

While O'Green termed the measure "unworkable and unnecessary," he said he would propose to Howard Samuel, president of the AFL-CIO Industrial Union Dept., that both sides appoint two members each to a fact-finding panel to be headed by a neutral chairman.

The study group would report on "the allegations of unions and others against the company, how collective bargaining and industrial relations between the company and its unions can be improved, and how productivity can be improved through our joint efforts," O'Green suggested.

Samuel, who heads labor's Litton campaign, said he welcomed the proposal, which would put the unions and the company "on the road toward a dialogue."

About 50 representatives of the National Litton Campaign had proxies and attended the shareholders meeting.

Along with Samuel, Coalition of Labor Union Women President Joyce Miller addressed the meeting as did Msgr. George G. Higgins of Catholic University. Both said they welcomed the Litton chairman's surprisingly cooperative proposal. Miller

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The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

12/17/83

Nicaraguan trade union leaders, flanked by interpreters, meet with reporters. CTN Sec.-Gen. Carlos Huembes Trejos, right, and Legal Counsel Victor Espinoza seek a more democratic form of government in Nicaragua.

Nicaraguan union officials call for democratic solution

By James M. Shevis

Two Nicaraguan trade union leaders seeking peace and respect for fundamental human rights in their strife-ridden country vowed they will "continue the struggle until finally we reach a democratic solution."

Carlos Huembes Trejos, secretary general of the CTN—the Nicaraguan Confederation of Workers—and Victor Espinoza, the group's legal counsel, told a press conference at the headquarters of the American Institute for Free Labor Development that the ruling Sandinista government has made a mockery of the revolution and its principles that brought them to power.

"So the fight that we carried against (former Nicaraguan President) Somoza we now have to wage with the same ardor against the present government," Espinoza said.

Huembes charged that the Sandinistas have strayed far from their original program of government, which was to have been based on three main points: political pluralism, a mixed economy, and nonalignment with either superpower.

The two trade unionists called for early elections in Nicaragua supervised by the Organization of American States or the Contadora group of Latin American countries, freedom of the press, and freedom of religion. The Contadoran nations are Colombia, Venezuela, Mexico, and Panama.

"Fundamentally, what's important is respect for our human rights," said Huembes. "Without this, there'll be no solution to Nicaragua's problems."

The peasants and workers who make up the membership of CTN have been leading participants in the struggle for justice, democracy, and freedom in Nicaragua. A democratic, independent, Christian trade union group, CTN played an active role in the popular uprising against the Somoza regime in 1979. Since the overthrow of the dictatorship, however, it has refused to join the official Sandinista government and has suffered persecution and repression as a result.

Members of CTN, as well as those of CUS, the Confederation of Trade Union Unity, have been harassed by security officers and arbitrarily arrested.

CTN is affiliated with the Confederation of Latin American Workers, which in turn is part of the World Confederation of Labor, a Christian-oriented body. CUS is an affiliate of ORIT, the Inter-American Regional Organization of Workers. Both CTN and CUS are part of the Democratic Coordinating Committee in Nicaragua, an ad hoc group of civic, political and church organizations that favors a return to democratic ideals of government.

Continuing abuses

Huembes and Espinoza, who are visiting political and labor leaders in the United States, Venezuela, Colombia, and Panama, denounced the harassments and violations of human rights of "those who replaced the old Somocista dictatorship with a totalitarian regime relying on the use of force."

The Sandinista government has not been successful because it is not backed by the majority of Nicaraguans, the two trade union leaders said.

Huembes and Espinoza expressed deep skepticism over the government's recently announced campaign of national conciliation.

"The current government has tried to project a positive image, but I'm here to say there's a whole range of decrees issued since the government came to power and most of these are repressive," Espinoza charged.

Asked how they viewed the armed attacks by U.S.-backed anti-Sandinista rebels in Nicaragua, Espinoza said that "nonviolence in Nicaragua is the best way to solve the problems in our country.

"We know what war means," he said, noting that thousands have been killed in Nicaragua, "and on principle we are opposed to war.

"We are trying to use all other solutions to solve our problems."

Education project seeks enrollment of union students

Presidential Classroom, a nonprofit, nonpartisan educational program, is seeking participation of outstanding children of union members in the National Student Body.

In week-long programs, high school juniors and seniors from across the country meet in Washington to study national policy—how it is shaped and who controls it. They participate in seminars, cultural events and debate ideas with other students.

The common characteristics among participants is that they are achievers, do well in school, are active in student councils, sports or other school activities, and want to know more about how they can become responsible, informed citizens.

At Presidential Classroom, congressmen, senators, White House officials, judges, labor and business leaders explain their jobs and concerns about the direction the nation is taking.

The organization noted most students attending its sessions receive funding from local union, business or civic organizations.

Additional information for the sessions is available from the Dean of Students, A Presidential Classroom for Young Americans, Inc., 441 North Lee St., Alexandria, Va. 22314. Tuition is $425 and includes room and board.

The 1984 classes, which will run from Saturday through Friday, will be held weekly from Jan. 28 to Mar. 10, and the week of June 16-23.

Among the 1983 session's labor speakers were Communications Workers President Glenn Watts, Letter Carriers President Vincent R. Sombrotto and Food & Commercial Workers Vice President Addie Wyatt.

Whaley elected leader of world trade secretariat

Tokyo—Thomas G. Whaley, executive vice president of the Food & Commercial Workers, is the new president of the International Federation of Commercial, Clerical, Professional & Technical Employees (FIET).

Whaley was elected at the international trade secretariat's quadrennial congress here. He is only the second American to head the organization in its 70-year history. He succeeds Gunter Stephan of the West German Confederation of Unions.

FIET is made up of 212 affiliated unions representing 8 million workers in 86 countries.

Whaley will continue his duties with the UFCW in addition to coordinating FIET activities through the organization's headquarters in Geneva.

During the week-long conference, the 320 delegates adopted 24 resolutions on subjects ranging from equal employment opportunities to world peace and disarmament. Several resolutions were directed at reducing joblessness and creating employment in the industries embraced by FIET.

FIET's affiliates represent clerical, health care, insurance and bank workers, technicians and engineers.

Steelworkers draw line on concessions

The Steelworkers drew the line on wage and benefit concessions in the steel industry when the executive board unanimously adopted a resolution condemning the "whipsaw tactics and plant closing threats" of the steel firms that leads "to job wars which benefit no one and harm everyone."

The USWA's 29-member executive board, meeting in Washington, said in a comprehensive statement on collective bargaining that "if our union were to permit local level wage or benefit concessions, our wage and benefit programs would almost immediately become a shambles."

USWA Acting President Lynn Williams said the resolution covers steel-producing and iron ore facilities as other operations are already under a bargaining program adopted Apr. 27, 1983.

The resolution stressed that "for the past two years, our union has confronted collective bargaining challenges of an unprecedented nature. The economic depression has caused massive layoffs . . . resulted in the closing of hundreds of plants and pushed many employers to or beyond the brink of bankruptcy." The result has been the permanent loss of many steel industry jobs.

Exploiting roll-backs

Many other companies "whose existence is not threatened have sought to exploit this situation to roll back our hard-fought collective bargaining gains in order to increase their profits," the resolution charged.

Williams, in explaining the resolution, said that where individual plants have been targeted for concessions, "local unions are free to discuss local issues" with the assistance of the international union staff to insure that "there is quid pro quo arrangement with management."

Williams noted that some local unions are "being asked to compete with one another for jobs by sacrificing traditional subjects of company-wide or industry-wide protection." Such an approach would soon result in the union's bargaining policy "being determined by weakness and division—not by strength and unity," the resolution said.

Service Employees press EPA to clear schools of asbestos

The Service Employees filed a petition to force the Environmental Protection Agency to issue rules requiring public schools to remove flaking asbestos from contaminated buildings.

SEIU President John J. Sweeney said in a letter to EPA Administrator William D. Ruckelshaus, "SEIU's members, our nation's teachers and millions of school children cannot afford to wait" for EPA to require action on hazardous asbestos levels in schools.

A Dept. of Education study estimates 14,000 schools may require the removal of asbestos materials which have begun to deteriorate and release asbestos fibers.

The SEIU represents about 90,000 school custodians, cafeteria workers, clerical workers, bus drivers and teachers aides. Sweeney noted EPA has estimated school custodial workers may be 10 times more likely to contract asbestos-related diseases than others exposed to low levels.

"And we know that children are especially vulnerable because they inhale and exhale at faster rates than adults and have the capacity to live for the 20 to 30 years it takes for asbestos-related diseases to develop," Sweeney added.

The union launched its nationwide asbestos clean-up campaign earlier this year after discovering that several members had died from asbestos-related diseases. Exposure to asbestos can cause the lung disease asbestosis, lung cancer and other cancers.

Congress in 1980 passed the Asbestos School Hazard Detection Act to deal with the problem of asbestos materials in schools. A task force was created to monitor the effectiveness of the act; however, the act was never funded by Congress, and its task force just recently met for the first time in three years.

Current EPA regulations require only that public schools inspect for flaking asbestos and report inspection results to school workers and parents.

The SEIU's petition is based on EPA's responsibility to protect the public against hazardous substances under the Toxic Control Substances Act and on a 1978 legal settlement between EPA and the Environmental Defense Fund in which the agency agreed to have a complete asbestos regulatory program by the summer of 1980.

Clean-up standards

If successful, the SEIU's petition would force EPA to establish standards to judge whether a hazard from asbestos exists, require corrective action against hazards, and establish standards for clean-up activities and protections for workers removing or sealing off asbestos materials. It also would extend rules for asbestos inspection and abatement to other public and commercial buildings, according to the union.

Under Federal rulemaking procedures, the agency has 90 days to act on a petition, after which time the petitioner may file for relief in federal district court. Sweeney said the union would file suit against EPA if the agency does not respond to the petition.

Kirkland renews call for labor solidarity at mine union convention

Pittsburgh — AFL-CIO President Lane Kirkland expressed the trade union movement's historic "debt of gratitude" to the United Mine Workers and told delegates to the UMW convention that labor solidarity is essential in a time of economic and political adversity.

All signs of economic recovery are welcome, Kirkland said, but millions of unemployed won't have cause to celebrate "until there is a change in the policies that brought about that recession."

The goal of a united labor movement next Election Day—on Solidarity Day IV —must be "to rid the White House and Congress of Reaganites, Reaganism and Reaganomics," Kirkland said.

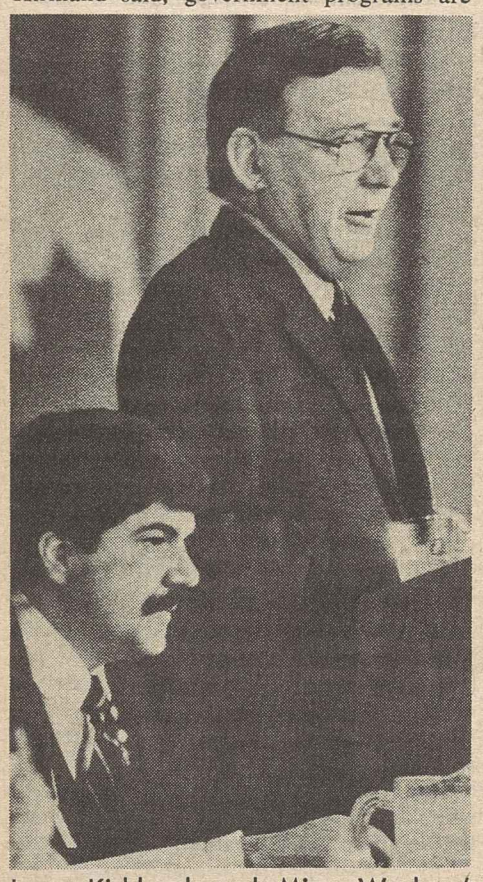
Central role

UMW delegates demonstrated their concurrence later in the convention with a strong endorsement of Walter F. Mondale's presidential candidacy.

The UMW hasn't been a part of a national labor federation since 1947, but Kirkland noted that the union "played a central role in the creation, growth and leadership of both the AFL and the CIO." And in the convention city of Pittsburgh, he reminded the delegates, the UMW was instrumental in launching the Steel Workers Organizing Committee, "which lives on today as the United Steelworkers of America."

Kirkland, warmly introduced by UMW President Richard L. Trumka, said labor's political task is to assure that the "collective voice of working men and women" is heard "in every forum where the decisions that will govern their lives are made."

Under the Reagan Administration, Kirkland said, government programs are administered by persons hostile to their purpose. This has been true, he said, in Administration attempts to undermine the Mine Safety & Health Act and the Occupational Safety & Health Administration, in the "administrative perversions of the Davis-Bacon and Service Contract Act, and in the "stacking of the National Labor Relations Board with lifelong sycophants of industry."



Lane Kirkland and Mine Workers' President Richard L. Trumka.

New spirit

The three years of the Reagan Administration "have been the worst in generations for workers and their families," Kirkland said, but the good news has been the "new spirit of solidarity" in the labor movement.

The "challenge and obligation" of trade unionists, he urged, is "to strengthen this movement, to pull together its resources, to build its sense of common purpose, and to renew its spirit of solidarity at every level."

Trumka, in his keynote speech to the 1,400 delegates to the UMW's 49th constitutional convention, served notice that the union will stand firm against "givebacks" at the bargaining table and insist on "no backwards steps."

On Election Day, he said, UMW members will support "those who share our union's vision of a just, sane and compassionate society."

Mondale's address, on the convention's third day, touched off an enthusiastic demonstration of support as the presidential candidate spoke of the need to rebuild America and to turn back the tide of union-busting that has flourished under the Reagan Administration.

The convention endorsed Mondale by acclamation after Trumka asked them to refute the assertion that union endorsements come only from the leaders.

Vote for Mondale

"This is the most representative delegation we could have," he said. "Let's show them that the rank-and-file means to vote for Mondale."

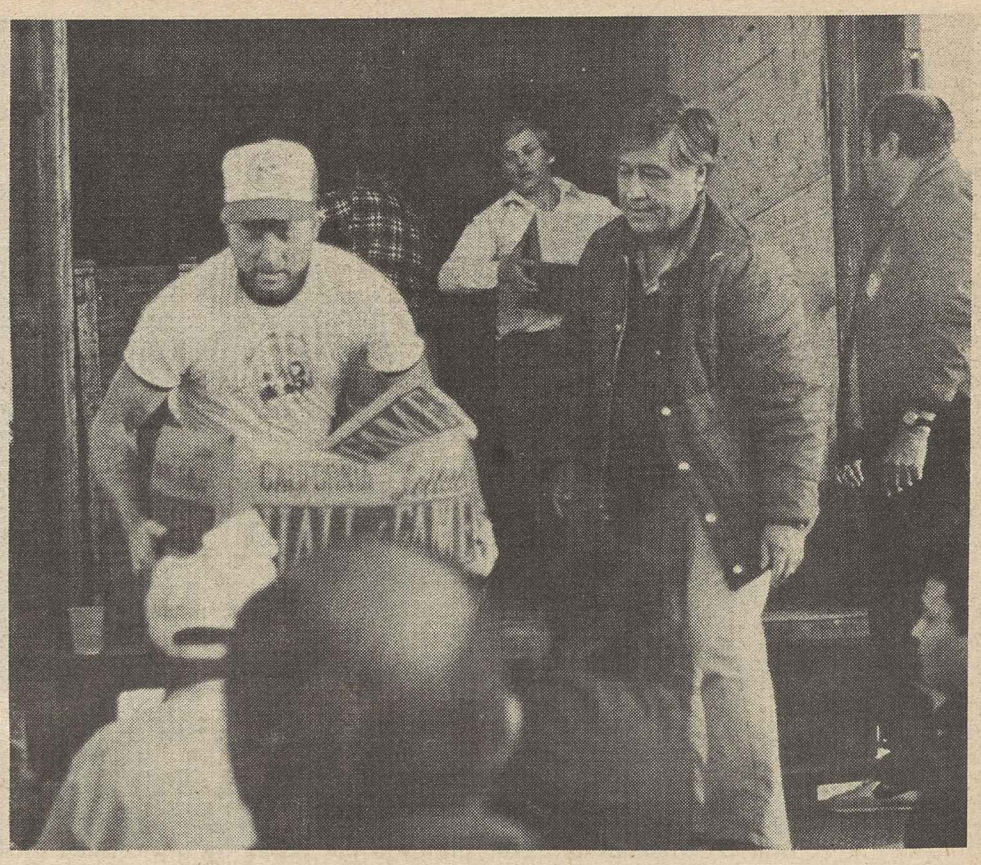
The response was repeated shouts of "Mondale, Mondale."

Earlier in the day, President Gerald W. McEntee of the State, County & Municipal Employees spoke to the convention of Mondale's consistent support of labor's goals and urged the importance of union political action.

The UMW delegates represented some 160,000 active members, including about 50,000 on layoff in an industry that was hard hit by the Reagan recession after a period of upsurge when industries were shifting from then-scarce and high-priced oil to coal.

The union itself, Kirkland noted in his opening day address to the convention, is "vigorously on the march again. . . . It stays close to its members and responds to their wishes in the best tradition of democratic trade unionism."

He termed the UMW's continued vitality "good news not only for miners but for all working people."



In solidarity

Food donated by Farm Workers to striking Arizona copper workers in the sixth month of their struggle with Phelps Dodge Co. is unloaded by UFW President Cesar Chavez, right, and union volunteers at one of the stops on the three-day food caravan over the Thanksgiving weekend. The supplies were delivered in bulk to strike headquarters in each of five communities where they were divided among families of strikers.

Labor calls for tax reforms to offset damage of deficits

Continued from Page 1

needed to sustain a balanced recovery, he noted.

Cantor warned that even with a moderate recovery, the federal deficit is projected near the $200 billion a year level through 1986, with a further rise thereafter. Already huge interest costs that "are both a cause and an effect of the deficit problem" will further feed the imbalance between revenues and spending—"one which no amount of cutting social programs will eliminate."

If interest rates stay at "destructive levels," he added, cutbacks in housing, auto sales, business investments and exports would threaten an "even more severe economic downturn."

Interest rates

In response to a committee inquiry, Cantor urged that Congress act early in the new year. "Delay until 1985 or later would increase the probability of a clash between financing needs and available funds and quickly be reflected in higher interest rates."

On specific revenue-raising measures, the AFL-CIO submitted to the Senate committee proposals that included:

- Imposing a $700 ceiling on the final step of the tax cut that Congress enacted in 1981, which would maintain needed consumer purchasing power while curbing the revenue loss.
- Repeal of the automatic indexing provisions of the 1981 law, which would restore billions of dollars in revenue needed to run the government.
- A scale-down of so-called savings incentives based on tax breaks that are worth the most to persons with the highest incomes. Special emphasis was put on repeal of the 15 percent net interest exclusion scheduled to go into effect in 1985. The tax break on individual retirement accounts (IRAs) should be changed from a tax exclusion to a tax credit "which would provide the same dollar benefit amount regardless of the taxpayer's bracket."
- Dropping the 60-percent exclusion from taxable income of capital gains to the 50-percent level that formerly prevailed. The capital gains exclusion should then be phased out, but with adequate protection for homeowners.
- Restoration of the estate and gift tax to its former status.

The AFL-CIO strongly urged "reinstatement of the corporate income tax as a source of revenue, equity and economic balance." Corporate taxes have represented a declining share of all revenues over a period of years, and the 1981 tax law "virtually eliminated" it, Cantor testified.

For fiscal 1984, Cantor noted, corporate tax revenues are estimated at less than 10 percent of total receipts.

Corporate taxes

"In 1980, the ratio was 12.5 percent and in 1970 it was 17 percent," he noted. But "in 1960—before the enactment of depreciation speedups, the investment tax credits and rate reductions—the corporate income tax financed nearly 25 percent of the entire federal budget."

Cantor urged closing of other tax loopholes that have starved the treasury of revenues. And he reiterated the AFL-CIO's call for a temporary surtax to meet current defense budget needs which would tap all income sources, including those now escaping taxation.

"Restoring equity and productivity to the tax structure is the means to deficit reduction and the key to economic recovery and jobs," Cantor urged.

Deficits used as excuse for new cutbacks

The Reagan Administration is preparing to use public concern over the huge deficits spawned by its tax policies to blackmail Congress into a new round of cuts in social programs.

That's the clear implication of a speech by Treasury Sec. Donald T. Regan at the Washington Press Club. And it was reinforced two days later by President Reagan, himself, in response to questions from White House reporters.

Regan said the President will propose a standby tax that would be "contingent upon getting spending cuts."

Unless Congress goes along with the President's demand for further reductions in domestic spending, "all bets are off" on new taxes, Reagan said.

He indicated that the Medicare program of health care for the elderly will be a primary target of Administration budget-cutters.

At the White House, President Reagan said he didn't want to "minimize" the $200 billion a year deficits the government is running up but the Administration remains adamantly opposed to any tax increase in 1984.

A tax increase in the years to come would "only be considered" if it were tied to reductions in spending programs, the President insisted.

In another area, Reagan defended Presidential Counselor Edwin Meese III, who said in a recent interview that many poor people go to soup kitchens "because the food is free and that's easier than paying for it."

That was Meese's reply to a question about the increased number of people depending on soup lines and food kitchens operated by charitable organizations.

He said Meese didn't mean to suggest that most people patronizing soup kitchens are cheating, just some of them. They're like "welfare cheats," he said, but private groups trying to feed the hungry "have no way to establish eligibility."

C.E. Nichols to retire, treasurer of Carpenters

Charles E. Nichols, treasurer and political activities director of the Carpenters since 1971, will retire Dec. 31.

Nichols joined the union in California in 1946. He served as a local business manager in the 1950s and later as an organizer in Hawaii. He was elected to the union's executive board in 1966.

Union brother mourned

Hundreds of Greyhound strikers from the Cleveland area attended the funeral of Raymond Phillips, who was run over on a Zanesville picket line by a bus driven by a strikebreaker trainee. An end to the bitter strike awaited ratification of a tentative settlement. Ballots were to be counted by the Amalgamated Transit Union on Dec. 19.

Litton agrees to join panel to seek accord with unions

Continued from Page 1

is also an AFL-CIO vice president and a vice president of the Clothing & Textile Workers.

Also speaking on behalf of the campaign was the Rev. Dr. George Ogle, director of the department of economic and social justice of the United Methodist Churches. The resolution of the dispute should be more than just a pledge to obey the law, he urged.

Outside the meeting, about 300 demonstrators, including employees at Litton-owned facilities, union members and representatives of religious and community groups, protested actions by the company which they said have meant hardship for people and communities.

In a reaction to the proposal, Electronic Workers President William H. Bywater said it would be an opportunity for unions and the company to work out differences. He said unions will continue to press for legislation to bar any company engaged in repeated violations of labor law from getting lucrative federal contracts.

The Litton campaign has been stressing that the company, a major defense contractor, has a history of violations of labor law and has frequently been found guilty of unfair labor practices by the National Labor Relations Board.

In October, the NLRB general counsel issued a memo pointing out that the pattern of labor law infractions among Litton-owned companies "is sufficiently exceptional" to require looking at complaints at Litton subsidiaries in the context of the company's overall record rather than as isolated incidents.

Unions in the Litton campaign have also cited a pattern of union-busting in a number of the widely diversified company's subsidiaries. The tactics have included intimidation of employees, refusal to negotiate contracts, and plant closings to avoid or break unions and seek out lower wages, the unions said.

L-P lumber, Continental Air placed on labor's boycott list

The AFL-CIO called on union members and their families not to patronize Continental Airlines and not to buy wood products produced by the Louisiana-Pacific Corp.

Both boycotts were approved by the AFL-CIO Executive Council at the request of the unions involved—representing workers who have been forced into long strikes by companies that have rejected bargaining table solutions and sought unilaterally to roll back wages and working conditions.

In letters to affiliates and central bodies, Sec.-Treas. John E. Mara of the AFL-CIO Union Label & Service Trades Dept. urged the maximum publicity and support for the boycott to help the workers involved achieve contract settlements.

More than 1,500 Louisiana-Pacific workers at 18 West Coast plants have been on strike since June 24, after the corporation refused to go along with the settlement agreed to by other lumber industry employers—a one-year pay freeze, with modest increases in the second and third years of the contract.

L-P management insisted on slashing pay scales and rolling back benefits in a one-year contract. Carpenters President Patrick J. Campbell charged the firm with trying to "take advantage of heavy unemployment in the western states" to depress wage standards and break the unions. He said the company had "absolutely no economic justification" for its position.

Workers in 15 of the plants are represented by the Western Council Lumber, Production & Indstrial Workers, an affiliate of the Carpenters. Workers in the other three plants are represented by the Woodworkers, which joine din the boycott request.

Wood products on the boycott list include materials used in home repair and construction. Among the brand names are: L-P Wolmanized, Cedartone, Waferboard, Fibrepine, Oro-Bord, Sidex, Ketchikan, Pabco, Xonolite, Weather-Seal, L-P-X, L-P Forester, L-P Home Centers.

Campbell said the union's boycott against a maor building supply producer is "unprecedented" in its 102-year history. He asured consumers that Louisiana Pacific's competitors have ample production to avoid any shortage of wood products.

The Continental boycott, approved at the reqest of the Machinists and Air Line Pilots, involves the misuse of the bankruptcy law to unilaterally abrogate union contracts.

The Machinists strike dates from last August and Continental launched a full-scale war on its unions by subsequently breaking its pact with the Pilots and an unaffiliated flight attendants union.

Mara's letter to AFL-CIO affiliates and councils noted that Continental had filed for bankruptcy in order "to nullify union contracts and has rejected all efforts to negotiate honorable settlements. The company continues to use strikebreakers, jeopardizing passenger safety."

The letter urged union members, "Don't fly Continental."

Approval of both boycotts was voted by the Executive Council in a telephone poll.

Emergency hike in per capita voted by Missouri labor

Jefferson City, Mo. — The executive board of the Missouri AFL-CIO approved an emergency 10-cent per capita tax increase to help finance voter education programs, step up legislative efforts and maintain routine services.

The increase, effective next Jan. 1, raises monthly payments to 30 cents per member. The board is empowered to levy up to a dime increase on an emergency basis. Dues for central labor bodies will remain at $25 per quarter.

State Federation President Daniel J. McVey said the emergency increase would extend to September 1984 when a proposal will be put before the biennial convention to make it permanent.

McVey said high unemployment and a lack of full affiliation by the state's local unions and central bodies contributed to the need to increase the per capita.

In a letter to unaffiliated groups, McVey and Sec.-Treas. Donald F. Owens noted that one of the first major efforts in 1984 will be to get members involved in the convention delegate selection process so more labor-backed candidates can be elected.

McVey and Owens noted that labor suceeded in the 1983 state legislative session to push through increases in workers' compensation, a state superfund on hazardous wastes and preference to Missouri firms on state contracts.

The 1984 legislative goals include collective bargaining for public employees, a right-to-know law on toxic substances in the workplace, tax reform, state minimum wage law, plant closure protections, and a law stating unions cannot be held liable for workplace injuries or deaths.

The state federation said it will soon be implementing a computer system for COPE and voter registration activities.

Armour units vote down pay concessions

Some 2,000 Food & Commercial Workers at 13 Armour Food Co. meat packing plants voted down a tentative contract settlement that contained further wage concessions.

Armour's parent company, Greyhound Corp., sought a new agreement to reduce base rates under the master agreement from $10.69 per hour to about $8.25. Greyhound is selling Armour Food Co. to ConAgra, Inc., of Omaha, Neb. with conclusion of the deal set for Dec. 18.

ConAgra, upon rejection of the contract, reiterated its earlier threats to close the plants and reopen after hiring replacements for the union workers.

The Armour workers were in the midst of a 44-month contract with a wage freeze and a delayed cost-of-living adjustment when negotiations began on the new package.

Industry-wide concession demands began last spring when Wilson Foods Corp. filed for reorganization under the federal bankruptcy code and reached agreements with UFCW locals for a new scale of about $8 hourly. The company initially had dropped the pay from $10.69 per hour to $6.50. The UFCW struck the firm for three weeks until a setlement was reached.

The actions taken by Wilson and Armour have led to a reduction in the standard wage rate at other unionized plants, including John Morrell & Co. and Swift Independent Packing Co.

Court sets award at $700 million in pay bias ruling

Continued from Page 1

He asserted that the practice of paying women less for traditionally women's work is "so common, so insidious, that many people don't even recognize the discrimination when they see it—now they'll see it."

AFSCME is pursuing similar pay equity cases in the courts and through administrative procedures in three states and five local jurisdictions.

Cynthia McCaughan of the AFL-CIO Dept. of Civil Rights said the decision is vital for all working women, stressing that "it marks the first time that a state has been required to pay eqal wages for work of comparable value."

McCaughan said the ruling "reaffirms the labor movement's belief that workers should be paid on the basis of their skills and responsibilities, not on their sex."

In his written opinion, Judge Tanner refused to accept a program adopted by the state legislature to phase out discrimination over a ten-year period, stressing that "it is time—right now—for remedy," and the state's "preoccupation with its budget constraints pales when compared with the insidiousness of the impact of the on-going discrimination."

A Guide to Establishing Senior Clubs

A new guide to establishing senior citizens' clubs is available from the AFL-CIO. The eight-page pamphlet is designed for retired union members and their unions interested in forming clubs to maintain ties.

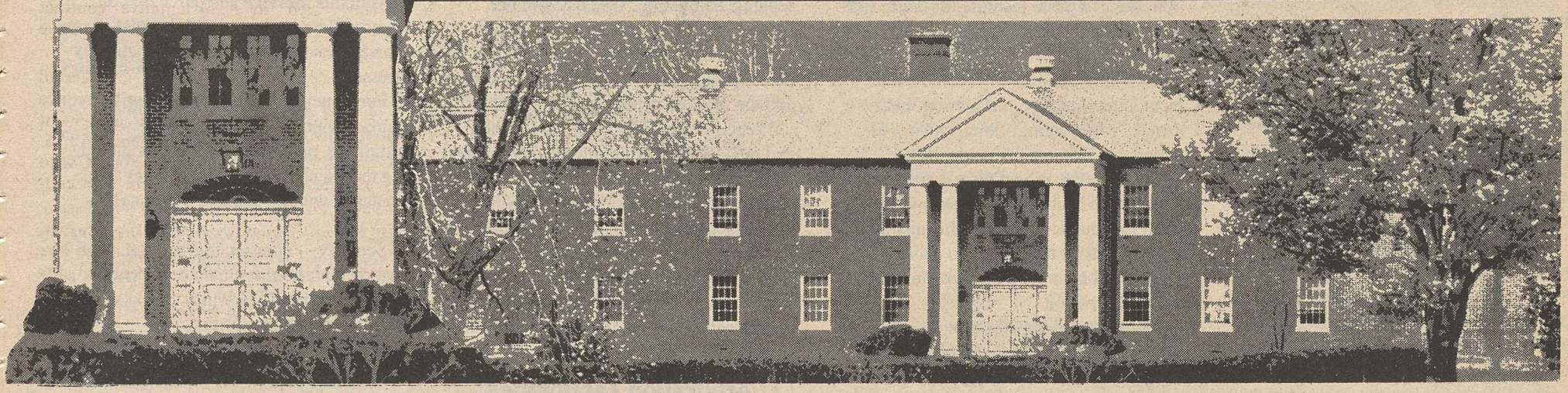
The guide points out that senior clubs are beneficial to their members because they provide social and recreational activities and keep them informed on developments in their unions. And they are valuable to unions because they enlist the support of retired workers in promoting progressive social programs and participation in union political action programs. The guide explains how to start a club and outlines suggested activities.

Single copies are available free from the AFL-CIO Pamphlet Division, 815 Sixteenth St., N.W., Room 205, Washington, D.C. 20006.

The 1984

LABORITE

Published occasionally for the alumni and friends of the George Meany Center for Labor Studies, Inc.



31 Opportunities for labor studies

For the first half of 1984, the George Meany Center offers union leaders 31 institutes, workshops and programs to sharpen their skills and broaden their understanding.

All fulltime union officers, representatives and staff employees of AFL-CIO affiliates are eligible to attend. There's no charge for tuition. Most classes run for one week, beginning Sunday evening and continuing to Friday noon.

The most popular subject at the George Meany Center is union organizing. In the next six months, four institutes are scheduled: Organizing Techniques I (offered twice), White Collar Organizing and Advanced Organizing, a two-week workshop.

Public and Private Sector Negotiating Techniques are studied in separate institutes.

Basic and advanced institutes are offered in arbitration techniques, in teaching techniques and in editing for union publications.

Other subjects for study cover a broad range of interests: the Art of Leadership, the Changing Workplace, Plant Closings, Civil Rights and Unions of the Future.

Four classes will introduce union leaders to the use of computers for local union administration.

Institutes are scheduled on Stress as a Union Issue and on Occupational Health & Safety, on Labor Law and Pension Bargaining.

A program on techniques for working with news reporters for TV, radio and the press rounds out the first half schedule for 1984.

Course descriptions begin on the next page. A registration form also appears in this supplement.

All but three of these courses will be held at the Center's 47-acre campus at Silver Spring, Md. The others will be at the University of Colorado, Boulder, and the University of Oregon, Eugene.

In addition to these multi-union programs, 33 staff training sessions at the George Meany Center will be sponsored by 17 AFL-CIO affiliates for their own leaders and four by departments of the AFL-CIO.

The American Institute for Free Labor Development will sponsor four six-week programs for Spanish-speaking unionists from Latin America.

The Center's facilities are booked almost solidly through June. However, cancellations occasionally free space. AFL-CIO unions interested in using the Center should contact Fred K. Hoehler, Jr., executive director, or Janis Strange, registrar, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903; telephone 301/431-6400.

George Meany Center for Labor Studies, Inc.

10000 New Hampshire Avenue
Silver Spring, Maryland 20903
301/431-6400

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William H. Wynn, *President*
United Food & Commercial Workers

George Meany Center Calendar

Enrollment is open for institutes and programs listed in **Black type.** See next pages for course descriptions and registration forms.

JANUARY

8-27
Communications Workers

8-13
Bakery, Confectionery & Tobacco Workers

9-13
The Changing Workplace Institute

11-13
AFL-CIO Community Services Department

15-20
Railway & Airline Clerks

15-20
Building Trades Business Agents Institute

15-20
Teaching Techniques Institute

22-27
Negotiating Techniques: State and Local Agencies Institute

22-27
The Art of Leadership Institute

22-27
AFL-CIO Committee on Political Education

22-Feb. 24
American Institute for Free Labor Development #112

29-Feb. 3
College Degree Week-in-Residence

FEBRUARY

5-9
Computers for Local Unions Institute

5-10
Amalgamated Transit Union

5-10
State, County & Municipal Employees

5-17
Communications Workers of America

12-17
Organizing Techniques I Institute

12-17
Newswriting & Editing Workshop

17-24
The Newspaper Guild

21-24
Chemical Workers Union

26-Mar. 2
Association of Flight Attendants

26-Mar. 2
Operating Engineers

26-Mar. 2
Labor Law Institute

MARCH

4-6
AFL-CIO Professional Employees Department

4-7
Food & Commercial Workers

4-9
Advanced Arbitration Institute

4-16
Advanced Organizing Institute

11-16
Railway & Airline Clerks

11-16
State County & Municipal Employees

11-Apr. 13
American Institute for Free Labor Development #113

18-22
Computers for Local Unions Institute

18-23
Arbitration Techniques: Preparation & Presentation

18-23
American Federation of Teachers

25-27
Unions and the Future Institute

25-30
Service Employees

28-29
Stress as a Union Issue Institute

APRIL

1-5
Civil Rights Institute

1-6
White Collar Organizing Institute

8-13
United Brotherhood of Carpenters

8-13
AFL-CIO Building Trades Department

9-13
Graphic Communications International Union

15-17
Pension Clinic

15-17
ILO Conference Planning Session

15-19
Plant Closings Institute

15-19
Fact Finding & Interest Arbitration Institute

22-27
Easter Week

29-May 1
American Federation of Teachers

29-May 4
Union Skills for Union Women

29-May 4
How to Work with TV, Radio & Press Institute

29-June 1
American Institute for Free Labor Development #114

MAY

6-11
Service Employees

6-11
Advanced Education Techniques

13-17
Computers for Local Unions Institute

13-18
Hotel Employees & Restaurant Employees

13-25
United Transportation Union

20-25
Organizing Techniques I Institute

20-25
Advanced Editing Workshop

JUNE

3-5
The Great Labor Song Exchange

3-8
Railway & Airline Clerks

3-8
Communications Workers

10-13
Railway & Airline Clerks

10-15
Occupational Health & Safety Institute

10-15
Hotel Employees & Restaurant Employees

17-22
Railway & Airline Clerks

George Meany Center Institutes January to June 1984

★ The Changing Workplace

Jan. 9-13

The impact of technological change on the workplace has been felt for decades. But observers see the pace of this change increasing geometrically. This fact plus structural changes in the labor force, has created major problems for industrial workers.

Alongside these technological changes have come experiments with new methods of managing the workplace. These are known as "quality-of-work-life" programs, "workplace democracy," or by other names.

The differences are important, and this institute is intended to explore those differences. More importantly, this institute will discuss the practical effects in the workplace of different types of such programs and the specific involvement of unions in their planning and implementation.

The unions most prominently mentioned in this regard are the Auto Workers, Steelworkers, and Communications Workers but many other unions are involved.

Other unions have responded to technological change in their industries without involvement in any such programs, and their responses will be discussed as well.

By coming to this seminar you will learn:

- What the major QWL programs are, and what some unions think of them—both pros and cons;
- What strategies some unions have adopted when confronting such programs in organizing campaigns, and where they already have contracts;
- What other unions have done in dealing with technological change, without being involved in any of these new schemes.

Coordinators: Russell Allen and Lisa Portman

★ Institute for Building Trades Business Agents

Offered twice:
Jan. 15-20 at the
George Meany Center and
Mar. 11-16 at the
University of Oregon, Eugene

This institute is offered in cooperation with the AFL-CIO Building and Construction Trades Department. Its purpose is to address problems faced by business agents in areas such as labor law for the Building Trades, the Landrum-Griffin Act, the legislative program of the Department, union use of computers, pension fund investment and other issues of current interest to Building Trades leaders.

Because of the special nature of this program, the usual limit on registration from any one union does not apply.

Coordinator: Fred K. Hoehler, Jr.

★ Teaching Techniques in Labor Education

Jan. 15-20

This institute explains and demonstrates the techniques most commonly used in labor education. It is designed for those who teach in union conferences, summer schools or night classes. Co-sponsored with the AFL-CIO Department of Education, this is a basic institute for union staff members who want to upgrade their teaching skills.

Individual sessions will demonstrate techniques—lecture, discussion, buzz groups, role playing, films, and use of materials.

Modern educational theory stresses the necessity for participation and involvement for adults to learn, so this institute will emphasize techniques to get students talking and keep their interest throughout a class or session.

Practice teaching is part of the program. Each participant will teach two short sessions, in a small group with an expert instructor to critique.

In today's labor movement, many union staff members are teaching their specialty although they do not have "education" as part of their titles. Unions have experts in health and safety, women's concerns, legislative issues, grievance handling, communications, financial procedures, community services and other areas that members need to know about. This institute will help these staff members as well as traditional labor educators.

Coordinator: Marjorie Rachlin

★ The Art of Leadership

Jan. 22-27

Your success as a union leader is related to your ability to work with people. Leadership is an art and not a science, it can be created in your own fashion and it can constantly be improved. Even proven, successful leaders can again benefit from this course and learn practical strategies and tactics to increase leadership strength.

- You'll learn to evaluate your own leadership characteristics, skill and style through the use of the Myers-Briggs Inventory.
- You'll see yourself as others see you; there will be video-taped playbacks of the public speaking sessions. You as well as the speech coach, can critique your presentation.
- You'll understand how committees and other work groups reach decisions and how the leader can influence the process.
- You'll create a simulated work team using techniques that illustrate how team members are motivated.
- You'll be involved in experimental learning, picking up important points by doing rather than by listening to lectures.
- You'll become more knowledgeable about the effect of stress and anger on yourself, your co-workers and your members.

Most union people come to leadership positions self-taught, without much training in that art. Most of these "seat-of-the-pants" methods work, but here is an opportunity to increase leadership ability by expanding your understanding of yourself and others.

Coordinator: Lisa Portman

★ Negotiating Techniques for Bargaining with State & Local Agencies

Jan. 22-27

This institute is limited to union officers who negotiate in the public sector, other than Federal. (The latter is a whole, separate ball game). One day will be spent on the basic principles and proper preparation, with emphasis on financial data including analyzing budgets, audits and the like and using real-life examples.

Participants will be assigned to union and management committees and will attempt to bargain out an agreement in a typical public sector situation. Experienced factfinder-mediators will be on hand and will be assigned to the simulations. They will be given the kind of authority that such neutrals usually have.

Coordinator: William Gillen

★ Arbitration Techniques: Preparation and Presentation

Offered twice:
Jan. 22-27 at the
University of Oregon, Eugene
Mar. 18-23 at the
George Meany Center

The way to learn to prepare and present grievance cases to an arbitrator is to do it. That learning is best done at an institute such as this when a union member's future is not at stake.

This institute concentrates on the presentation of mock cases before professional arbitrators who are willing to share their knowledge.

During the week, there are practice sessions on the preparation of cases, the techniques of presentation with emphasis on two areas that union representatives find most difficult: opening statements and handling witnesses.

Participants tell us that the most helpful part of this week is the video taping of the mock arbitration proceeding, with the playbacks for analysis and discussion. The arbitrator who has heard the cases takes charge of this session.

Discussions focus on what matters can be arbitrated, the selection of arbitrators and the law of arbitration. Since discipline and discharge cases cause more than half of all grievance arbitrations, special attention is paid to the investigation of such cases and to the rules that arbitrators use in deciding them.

This institute is for union representatives newly assigned to arbitration, or who will have arbitration as part of their responsibility. It will help experienced representatives analyze and brush up on their techniques. Those who concentrate on the final steps in the grievance procedure will find it helpful.

Coordinator: David Alexander

★ Computers for Local Unions

Offered four times:
Feb. 5-9, Mar. 18-22,
May 13-17 & June 24-28

If your union is thinking of buying a computer or upgrading its present system, this survey course will help you. It can save you time, money and confusion. It is for union officers who need a brief but thorough introduction to mini-computers before they set off on expensive shopping expeditions. It will cover:

Technical Aspects—The four days will be packed with information about hardware, software, computer language and other technical matters. Word processors and mini-computers will be exhibited at the Center so you can experience these "user-friendly" machines directly.

Data Base—You will learn what information can be computerized. Much data already exists in your records and can be electronically encoded to help your financial procedures and your membership records.

Purchase Considerations—You will get advice on finding reliable vendors and consultants. Service and purchase contracts will be explained and recommendations for networking compatibility stressed.

Personnel—The new systems will require new procedures; this means staff retraining, perhaps reassignment and hiring technicians. The change-over can be managed without causing personnel upheaval.

Security—Your records contain information that should remain confidential and tamper-proof. Security checks can be designed into your system.

Programs for local unions will be demonstrated with opportunity for participants to work with computers, enough to demystify the machines.

The seminar will be taught in jargon-free language by union-related specialists who understand local union procedures. No prior computer knowledge is expected of the students.

Coordinator: Lisa Portman

★ Organizing Techniques 1

Offered twice:
Feb. 12-17 and May 20-25

This program is for full-time international or local union staff members who have responsibility for organizing.

Participants will discuss the changing nature of the work force. A simulated organizing exercise will teach the mechanics of an organizing campaign. The exercise will be video taped so participants can see themselves in action as organizers. You will work with prospective members, interviewing workers to determine interests and issues. You will discuss ways to develop leaders and make an organizing committee work effectively.

The course de-emphasizes the legalistic approach to organizing, but it will cover the law on organizing and Labor Board procedure—from the organizer's viewpoint.

Participants will study sophisticated anti-union techniques being used by employers and labor relations consultants to defeat workers' efforts to organize. Countervailing measures will be suggested.

Coordinator: Russell Allen

★ Newswriting & Editing for Union Publications

Feb. 12-17

Here's an opportunity for a union editor to get some coaching on the basics of newswriting and editing and to pick up ideas from other union editors on how a publication might be made more effective. Classes will focus on newswriting, feature writing, headline writing, photo editing and makeup and layout.

Participants will hear from specialists on:

- How to make a union publication more readable, more credible and more useful to union members;
- How to cope with problems of delayed mail deliveries and skyrocketing postal rates;
- How to avoid suits for libel and slander, copyright infringement, and violations of the Landrum-Griffin Act.

One session on editorial resources will let editors know where to find cartoons, photos and other feature material.

This workshop is co-sponsored by the International Labor Press Association. It is open to any union editor or would-be editor of a local, district council or state publication.

Coordinator: Gordon Cole

★ Labor Law

Feb. 26-Mar. 2

In our suit-happy society, some knowledge of the laws that regulate labor unions grows increasingly important to all union officers and staff members. Issue after issue is being tested in the courts, bringing occasionally conflicting decisions and sometimes what appears to be a revision of the law.

The NLRB shifts as its make-up changes with new appointments, and attempts to avoid court reversals. Even those with a better-than-average awareness of labor laws need periodic updates on "what they've done to us lately." Recently appointed Board members are cause for concern.

The subjects are taught by prominent labor lawyers. Some are law schools teachers. The topics will include:

- Laws Governing Internal Union Affairs—Included here is Title I (members' bill of rights) and Title IV (election procedures) of Landrum-Griffin (Labor-Management Relations and Disclosure Act);
- Organizing and the Law—This Taft-Hartley Act session will cover campaign procedures, recognition, representation, unit determination, NLRB conduct of elections, and unfair labor practices;
- Bargaining and the Law—An analysis of Taft-Hartley continues with duty to bargain, good faith bargaining, subjects of bargaining, access to data, picketing, and secondary boycotts;
- Duty of Fair Representation—An examination of how far unions are obliged to go to represent members equitably under the law;
- Laws of Equal Opportunity—A session to provide a better understanding of the Equal Pay Act, Title VII of the Civil Rights Act, the Age Discrimination Act. The implications of Supreme Court decisions will be included;
- Employee Retirement Income and Security Act—A review of the current status, as it keeps evolving, of the ERISA law.

Coordinators: William Gillen & David Alexander

★ Advanced Grievance Arbitration

Offered twice:
Mar. 4-9 at the George Meany Center and June 17-22 at the University of Colorado, Boulder

The advanced training for grievance arbitration will help participants polish their techniques when they present their cases to arbitrators. There will be special exercises in examination and cross examination of witnesses and in the preparation of briefs. Researching issues and using arbitration services will be discussed.

Participation in this institute is limited to those who have attended the basic arbitration class or who have presented grievance cases before an arbitrator.

Coordinator: Lawrence Rogin

★ Advanced Organizing Techniques Workshop

Mar. 4-9

This two-week workshop is co-sponsored by the AFL-CIO Department of Organization and Field Services. Those who want to participate should apply to their own union's Director of Organizing or to the international union officer in charge of organizing.

The international unions nominating individuals to attend this workshop will send those names to the AFL-CIO Department of Organization where a final selection will be made. Organizers, whatever their titles, who supervise and direct organizing staffs will be given priority.

In class, experienced organizers will present techniques that have succeeded for them. Organizing case studies will be treated as will "issue organizing" where the election itself is an incident in a long-range program.

Coordinator: Russell Allen

★ Unions and the Future Seminar

Mar. 25-27

Futuristics is a scientific, serious, sophisticated and sustained methodology that can help union leaders:

- Choose among policy options;
- Understand the view of tomorrow held by business and government leaders;
- Prepare union members for expected developments, and
- Assess the conflicting scenarios of leading forecasters.

Futuristics draws on the study of history, the social sciences, computer modeling, policy sciences, science R & D, science fiction, and human values, among others.

An old subject, it has gained new strength from its use of the computer's ability to store millions of bits of data and to forecast mathematically the likely consequences of significant events.

Despite its venturesome air, policy shapers like union leaders can profit from familiarity with futuristics, its strengths and weaknesses.

The two-day seminar will focus on:

Futurist techniques available for union use;

Educational aids for unions eager to help members gain real skills as applied futurists.

A clear grasp of the most highly regarded scenarios for the foreseeable (5-10 years), along with responsible scenarios for the post-2000 A.D. period.

Participants should gain a kit of new analytic skills, a sound perspective on futuristics, and the ability to help their unions see farther and clearer than ever before.

If you have wondered about the post-industrial society, the telecommunications revolution, the mega-trend world, the paperless office, the global village, the Iterative Cable Connection, the biotech "miracles," the cybernetic society, and the mind-boggling rest . . . and if you have wondered especially about the labor's part in any of this, join this two-day seminar to help shape and make some useful answers.

Coordinator: Fred K. Hoehler, Jr.

★ Stress as a Union Issue

Mar. 28-29

Stress undermines the health and well-being of many a union member. Too often the victim of stress is blamed for the problem and advised to seek an individual solution when, indeed, the cause lies in the job and the work place and requires a group solution.

More and more unions are acting to

Nondiscriminatory policy for students

The George Meany Center for Labor Studies, Inc. admits students of any sex, age, race, color, national and ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to students at the school. It does not discriminate on the basis of sex, age, race, color, national and ethnic origin in administration of its educational policies, scholarship and loan programs and athletic and other school administered programs.

Who Is Eligible: General Rules

Eligibility

To participate in labor studies institutes or programs at the George Meany Center, one must be a full-time officer, representative or staff employee of an AFL-CIO affiliate.

Registration

Early registration is advised. Labor Studies Institutes are limited to 25 participants, not more than three from the same union. The Center reserves the right to postpone or cancel any institute.

Hours

Registration for most Labor Studies Institutes begins at 4 p.m. on Sundays with the first session at 7 p.m. Morning classes begin at 9 a.m. running until noon. They resume at 1:30 p.m. and run until 4:30 p.m. Advance notice will be given of evening events.

Accommodations

Unless their homes are within commuting distance, participants are expected to live on campus. The campus guest quarters can house 141. Most rooms are singles with queen-size beds; a few are doubles with twin beds. Each room has its own private bathroom and study desk. Maid service is furnished. The rooms are spacious and pleasant. Participants are invited to bring their spouses.

Meals

Meals are served cafeteria style in the Dining Hall. Breakfast is from 7:30-8:30 a.m.; lunch, 12-1; dinner 6-7 p.m. Wakeup calls are made at 7 a.m. for all students.

Costs

There is no tuition charge at the George Meany Center. Room and board charge for a student in residence is $65 a day, single occupancy; $47 a day, double. This includes three meals. Students who commute are charged $30 to cover lunches at the Center.

Deposit

A deposit is required with each application for registration in an institute, workshop or program at the George Meany Center. For students who do not live in the area, the deposit is $65 which will be credited to the final bill for room and board. For commuters living in the Washington, D.C. area the deposit is $30. Those applying for an institute at the University of Colorado, Boulder, or the University of Oregon, Eugene, must enclose a deposit of $25.

The deposit is refundable if registration is cancelled and notice of cancellation is received by the Wednesday before the program. Please make check payable to the George Meany Center for Labor Studies.

The Center asks each participant to settle for the bill by cash, personal check, American Express, Master Charge, Visa or Bank Americard before leaving the campus.

Dress

Dress is informal at all times. Those who want to take part in athletic activities should bring sports clothes.

Discipline

A labor studies institute is no junket. All who come should do so with serious purpose. All sessions start on time. Participants are expected to be prompt. The Labor Studies Center is free to cancel anyone's registration at any time.

Certificates of Completion

Participants will be expected to attend all sessions. The Center will award certificates on the basis of full attendance.

Application to Register for Labor Studies

Registrar
George Meany Center for Labor Studies, Inc.
10000 New Hampshire Avenue
Silver Spring, Maryland 20903

_____, 1984
date

Please enroll me in the following institute. Enclosed is a deposit of $_____

_____
subject dates location

Name of applicant: Mr./Ms. _____
please print

Address _____

_____
city state zip

Sponsoring Union _____ ☐ Check Box If fulltime officer or employee or rep.

Applicant's Union Office or Position _____ ☐ Other.

Office Phone _____ / _____ _____
area code Signature

Please enclose a check for $65 per institute as a deposit to be credited to room and board charges. $30 is required of registrants living in the Washington, D.C. area who commute to class. This covers commuters' lunches for one week.

A $25 deposit is required for enrollment in institutes at the University of Colorado or the University of Oregon. This deposit will be refunded after the individual has completed the institute.

Deposits will be refunded if notice of cancellation is received by the Wednesday prior to the program. Please make all checks payable to the George Meany Center for Labor Studies.

protect their members. This workshop is for them. It will help them explore:

- The physical consequences of stress;
- Causes of job stress;
- Union responses to the problem of stress including contract provisions and research;
- Related health issues including alcoholism, drug abuse strain induced by new technology;
- Planning or expanding a program on stress for your union.

The seminar is under the direction of Eugene V. Martin who has worked on stress and related issues with several unions. The emphasis will be on job-related stress, but personal stress reduction will be discussed.

Coordinator: Lisa Portman

★ Effective Union Action for Civil Rights

Apr. 1-5

The AFL-CIO Civil Rights Department's annual conference on Effective Union Action for Civil Rights is planned especially for Civil Rights and Women's Rights Designees of AFL-CIO unions. The conference is useful as well for all union staff members and elected officers interested in this important subject.

The conference includes reports and discussion on current issues of civil rights activities and law. Participants have an opportunity to exchange ideas with government officials, with academics and leaders of organizations with a particular commitment to civil rights and equal opportunity.

Coordinator: Jacqueline Brophy

★ White Collar Organizing

Apr. 1-6

The organization of white-collar workers in industry, commerce and government is a major union task today. This institute will treat the special concerns of professional, technical and clerical workers, of women workers, and issues such as promotional opportunities, comparability, health and safety and flexibility of scheduling worktime.

Coordinator: Russell Allen

★ Pension Clinic

Apr. 15-17

This is a three-day clinic to enable research, headquarters and field staff members involved in pension negotiations to share information and experiences. Discussion topics will be chosen by the participants as well as by the Center staff.

Coordinator: Russell Allen

★ Plant Closings

Apr. 15-19

This program seeks to define the union's role when the employer plans to close the plant. It will deal with legal, economic and social aspects of plant closings: how to prevent them, if possible, and how to cushion their impact. Discussion will center on what can be done to help workers tide over themselves and their families and their communities and make the transition to new jobs.

Participants will examine the bargaining rights of a union where a plant is closing, everything from transfer rights and relocation pay to severance pay and pension rights.

Proposed plant closing legislation will be examined. Case histories of plant closings will be the basis for discussion.

Programs available from the federal government to help workers, corporations and communities will be studied as well as the European experiences.

Coordinator: David G. Alexander

★ Fact Finding & Interest Arbitration

Apr. 15-19

This institute will examine the experience of unions with both interest arbitration and fact finding. There is now considerable experience with the arbitration of contract terms, particularly in the public sector. Many states require interest arbitration of the protective services and a few require it for all public employee disputes. In other states it is offered as an alternative, or may be agreed to by the parties.

This institute will examine the variety of forms of interest arbitration, and the use of fact-finding as a way of settling public employee contract impasses. It will analyze the impact on bargaining and the strategies that are effective with the various forms of interest arbitration. Attention will be paid to the preparation of both fact-finding and interest arbitration cases.

Coordinator: Lawrence Rogin

★ Union Skills for Union Women

Apr. 29-May 4

More women are in unions today; one in five members is a woman. In addition, more women are in the workforce than ever before; they need to be organized. Those are reasons unions have become more interested in training women on staff and women active in their locals. At the same time, the labor movement is becoming more involved in the special concerns of women workers, problems like pay equity, opportunity for non-traditional jobs, sexual harassment, child care, the hazards of video display terminals.

This program, open to men and women, deals with the issues and needs of all working women, and with overall trade union problems that affect all members. In 1984, an election year, the legislative and political action necessary for union survival will receive special emphasis.

Many active union women want to upgrade the skills required by their union responsibilities. They want to know more about union structure and operations, and they are anxious to learn how best to work within that structure to make programs successful. During this institute the participants will take part in a series of sessions to improve leadership skills, working with members, officers and staff.

This institute will provide:

Training in skills women need to be competent in their union jobs;

Facts and perspective on issues important to working women in bargaining, organizing and day-to-day union administration.

Coordinators: Lisa Portman and Marjorie Rachlin

★ How to Work with TV, Radio and the Press

Apr. 29-May 4

You were misquoted on the nightly news? The morning paper ignores your releases? Reporters are interested in your union only when there's trouble? This institute on how to work with TV, radio and the press could help.

You'll practice answering critical questions under pressure in front of a camera. You'll learn techniques for controlling interviews and handling hostile questions. The importance of the 30-second answer will be demonstrated.

Sessions will be devoted to giving interviews, conducting news conferences, taping quotes for radio, and developing news releases that attract attention.

Class topics include understanding the adversary media, how requirements differ for each medium, getting acquainted with reporters, how reporters make their living, developing a media file.

Speaking classes will be conducted in front of a video camera. You'll be coached on why television is a cool medium, on relating to the camera, eye contact, body language, hands and feet, dress and makeup, preparation and briefing.

This program is co-sponsored with the AFL-CIO Information Department.

Coordinator: Gordon Cole

★ Advanced Education Techniques

May 6-11

This program follows the basic institute on Teaching Techniques for Labor Education. While that program provides overall training in the fundamentals of labor education for union staff members who teach a variety of subjects, this advanced program is a specialized institute for experienced labor educators.

This institute, co-sponsored with the AFL-CIO Department of Education, is designed for labor educators and administrators who have responsibility for coordinating and directing programs. A detailed program will be circulated in February.

Coordinator: Marjorie Rachlin

★ Advanced Editing Skills

May 20-25

This is a class for union editors who have completed the Newswriting and Editing workshop and are ready for more coaching. Instruction will focus on three editing skills:

✔ Layout and Makeup—Type selection, making your layout more interesting, symmetrical vs. asymmetrical design, using boxes, the primary optical area and eye path, legibility, a second color, and copy fitting.

✔ Picture Editing—Picture sources, posing pictures, cropping, reducing and enlarging, pairing pictures, picture series, picture pages, line art, screens, duotones and mezzotints, silhouettes and writing captions;

✔ HeadlineWriting—Headline type faces, headline type sizes, headline grammar and punctuation, character counting, news heads, feature heads, pitfalls and traps.

Thursday the class will divide into teams, each to produce its own newsletter. Those newsletters will be critiqued at the final session Friday.

The class will be limited to 25. Participants will be asked to bring copies of one recent issue for critiquing on layout, pictures and headlines.

Coordinator: Gordon Cole

★ Occupational Health and Safety

June 10-15

Every year hundreds of thousands of workers become ill and die as a result of exposure to toxic substances on their jobs. Thousands more are killed in the workplace because of hazardous conditions. And thousands are injured because of unhealthful or unsafe conditions that could have been prevented.

This institute is designed to provide union officials with a range of skills necessary to respond effectively to the complex problems relating to chemical and physical hazards in the workplace.

After this five-day program, a union representative should be able to use a mix of problem-solving approaches: contract negotiations, grievance procedure and arbitration, the National Labor Relations Board, safety and health committees, OSHA inspections, the OSHA appeals process, other government safety and health agencies, and mobilizing community support around health and safety issues.

Participants will be coached in recognizing health and safety hazards, the nature and cause of occupational diseases, relating specific OSHA standards to workplace conditions; worker and union rights under OSHA; using the media for safety and health purposes; and dealing with occupational safety and health issues in negotiating and administering a union agreement. The subjects will be geared to the current policy on occupational safety and health.

Coordinator: David G. Alexander

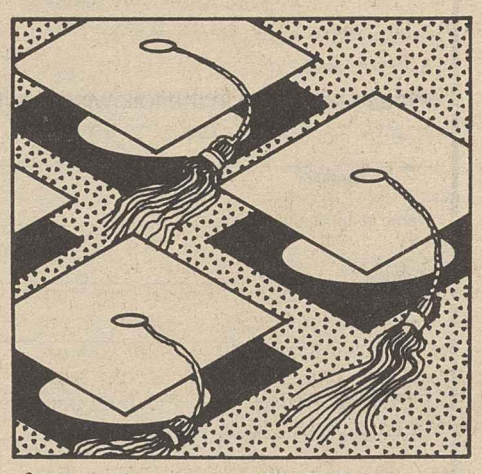
Week-in-residence starts Jan. 30 for college degree candidates

More than 70 officers and staff employees of AFL-CIO unions are expected to attend this year's first week-in-residence, Jan. 30 to Feb. 4, for students working for college degrees at the George Meany Center for Labor Studies.

The participants choose two courses to study during the next six months. Among the subjects offered this year are Collective Bargaining, Labor and the American Political System, Labor Movement Past and Present, Labor Law, Economic Policy Issues and Industrial Sociology.

While they're on campus the students meet daily with two professors and do the first written assignments for their courses. At the end of the week they go home and complete their remaining assignments over the next five months, sending each to the instructors and getting back comments.

Since the program started eight years ago, participants have come from 47 states including Alaska and Hawaii and



from nearly as many AFL-CIO unions. Thirty-three have earned the Antioch University degree of Bachelor of Arts in Labor Studies.

The week-in-residence is held twice every year—in January and July. For more information write to College Degree Program, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903.

Reagan challenged to back federal school aid

Indianapolis—Instead of telling other people how to improve the nation's schools, President Reagan should be pressing for fast action on federal programs that can help do the job, the American Federation of Teachers declared.

In a statement to the National Forum on Educational Excellence here, AFT President Albert Shanker said the union "challenges" President Reagan to stop "doing nothing more than making speeches urging other people to do something about reforming our schools."

If the President is concerned about the state of the nation's schools, Shanker said, he should come up with more than "rhetoric" and replace his proposals for education budget cuts, tuition tax credits, vouchers, and school prayer with support for programs "already in existence and with a proven success record" that help schools, teachers and students.

Shanker also urged President Reagan and Congress to give "immediate attention" when the new legislative session starts next month to bills that would bolster mathematics and science education and provide college scholarships to bright students in exchange for a commitment to teach.

The three-day forum, called by the U.S. Dept. of Education, was attended by about 2,300 educators, legislators, local school board members, teachers' representatives and high school students. The department said it convened the forum to discuss the findings of the National Commission on Excellence in Education which issued a report on the state of the nation's schools earlier this year.

During the meeting, AFT Legislative Director Gregory Humphrey and Vice President Patrick Tornillo released the union's "Action Agenda," which they said was intended to "challenge the Reagan Administration" to act to correct many of the problems outlined in the commission's report.

Tornillo, who is president of the Florida State Federation of Teachers, urged Reagan to use his State of the Union message next month to show that he is changing his "anti-public education record of his first two years when he succeeded in cutting education spending" and to "drop his support for tuition tax credits and turn his attention to the schools that educate 90 percent of our children."

Indiscriminate cutting

The AFT agenda calls for federal funding of programs that help schools meet the education needs of poor and handicapped children. Humphrey stressed that Reagan Administration budget cuts had chopped a number of the programs despite their record of success.

He called it a "national disgrace" to ignore the needs of children "who are destined for the welfare lines if we don't provide them with the schooling today that will guarantee them a place in the labor market during later years."

The AFT called for a federally funded program providing college scholarships to high-achieving students who agree to teach for five years after finishing college.

Also badly needed, the union said, are federal funds to back state, local and nonpublic plans to improve math and science education.

The AFT pointed out that a $425 million measure earmarked for such programs, passed by the House last spring, has yet to be acted on by the Senate.

The union urged Congress and the Administration to act on legislation to help teachers, principals and education specialists sharpen and improve their knowledge of their subjects and teaching and administrative skills.

More federal funding is needed, the AFT said, to expand programs of bilingual education for the estimated 1.6 million children in the school system who do not speak English.

In addition to calling for a renewed federal role in education, Humphrey and Tornillo said the AFT wants state and local school districts to adopt "reforms" that include:

- Stricter high school graduation requirements in academic subjects.
- Fair and objective testing to insure a continuing relationship between school and grade completion and educational content.
- More homework assignments.
- Tougher standards for student discipline, including moving disruptive students out of the classroom into alternative facilities until they can return to regular classes, and the understanding that teachers shouldn't be saddled with more responsibility for discipline.
- Curriculum review and renewal to make sure the best materials and current information are available for teaching.
- Tests for beginning teachers that set high standards for entry level teachers and a prohibition against hiring any teachers who don't meet the standards.

Higher standards

- Higher teacher certification standards that require greater emphasis on competence in a subject and completion of teaching methods courses.
- "Radical" increases in beginning teacher pay—at least $6,000-$8,000 above current levels—to make entry-level pay comparable to that offered college graduates in other fields and thus attract better teachers.
- Salaries and salary increase schedules that will encourage good teachers to stay in the profession.
- Programs to maintain teacher excitement in teaching and intellectual stimulation, including more opportunities for teachers to develop professional relationships.
- Development of fair and practical methods for removing incompetent teachers, involving due process and based on criteria that teachers themselves see as objective and reasonable.

Stock for pay deferral plan lands Eastern Airlines accord

Miami—Three unions and Eastern Airlines reached agreement on a plan that will give employees ownership of 25 percent of the company's stock—and a substantial voice in management decisions—in exchange for wage deferrals.

The accord, which must be ratified by the unions' members, provides for about 13,500 Eastern employees represented by the Machinists and 5,800 flight attendants represented by the Transport Workers to forego 18 percent of their pay over the next year. The 3,900 members of the Air Line Pilots who fly for Eastern will forgo 22 percent of their wages for the year. The terms of the pact also apply to the 16,500 non-union Eastern employees. Their deferral will also be 18 percent.

Instead of getting it in paychecks, the deferred wages will be put into an investment program beginning Jan. 1. By the end of the year, workers will own 12 million shares, or about 25 percent, of Eastern's common stock and about 3 million shares of a new issue of preferred stock, which can be converted to common stock.

The stocks will be put in a trust and at the end of 1984 be credited to employee accounts based on the amount in wages they would have received.

In addition, the unions will work with Eastern on plans to improve productivity by increasing efficiency, eliminating waste and significant reductions in the amount of work "contracted out."

Give-back demands

Eastern, which has been in the red for the last several years, said it needed concessions from employees to stay in business. Eastern Chairman Frank Borman in September threatened to follow Continental Airlines lead and file for bankruptcy if employees didn't agree to an immediate wage cut of 15 percent over and above wage deferrals agreed to by ALPA and non-union employees earlier.

The unions rejected Borman's demands, and he later pulled back the threat while an independent auditing firm examined the company's financial plight, and negotiations began on the new agreement.

The new wage deferment provision is separate from contracts agreed to by the unions earlier this year.

Charles Bryan, president of IAM District 100, stressed that all scheduled contract wage increases for 1984—negotiated for the Machinists in the pact signed with Eastern in March—will remain in place. Also, programs to provide savings in productivity will not mean changes in work rules or result in layoffs, he said. Bryan was the IAM's chief negotiator.

Another key feature of the agreement will give the IAM and TWU members the right to elect one member each to Eastern's 18-member board of directors. That will bring employee representation up to four, since the ALPA won representation on the board in its contract negotiated in May, and non-union employees also have the right to select a board member.

Full participation

Bryan pointed out that the plan includes a "firm agreement" with the airline that the unions will participate in Eastern's business plans, including full access to financial information, plans for major capital expenditures, and expansion of subsidiaries and affiliates.

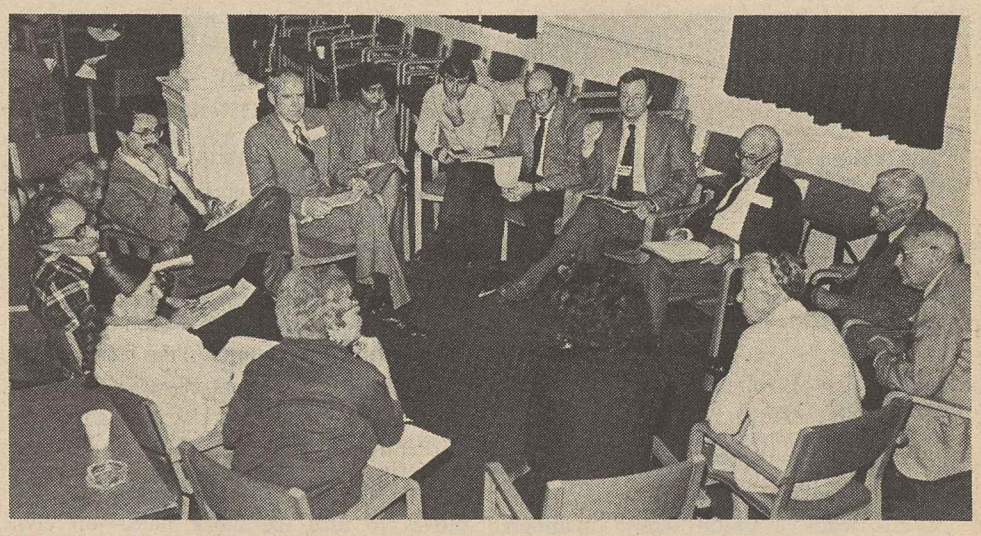
The right of review of these actions will be exercised before they are submitted to the company's board of directors. If after studying them the unions think they are "not in the best overall interest of Eastern," they will have the right to appear before the board to register their dissent.

The terms of the agreement between Eastern and the IAM point out that part of the airline's current financial problems stem from past "capital expenditure and debt expansion decisions." Eastern employees have borne part of the risks attached to those decisions, and they will now have a right to review what the company does in the future, the IAM said.

Other concessions granted to the unions by the company include establishment of a "high-level task force" to look for ways to improve job security and review the use of outside contractors. The company will participate in a semi-annual review of employee relations policies and programs, and both sides will work on plans to review and streamline the roles and functions of supervisors.

The agreement sets up an employee involvement program to provide for action on workplace issues, establishes a joint board to administer pension plans, and sets up procedures for joint review of the administration of benefit plans.

Bryan pointed out that the wage deferral plan will last for one year, but the union's right to participate in Eastern's policy-making will be permanent.



Teacher outreach

The National Capital Area Trade Union Retirees Club members are making sure labor's message is heard in public schoolrooms. The group sponsored its second annual workshop for 45 Washington, D.C., area social studies teachers and supervisors, emphasizing labor history, economics, current issues and union organization and structure. The workshop, run in cooperation with the AFL-CIO Dept. of Education, is a model program of how to involve retirees in union education efforts. The retirees club will hold a March 1984 workshop for the social studies teachers in the Arlington County, Va., schools.

New Trans World contract ratified by Air Line Pilots

The Air Line Pilots ratified a new 20-month agreement with Trans World Airlines covering 2,800 pilots.

The pact, which is retroactive to Nov. 1, replaces one that was to have terminated at the end of 1983. It calls for a 10-percent pay cut for the first 15 months, and reductions in some benefits.

The concessions follow the airline's announcement last summer that it would impose a permanent 10-percent pay cut in the salaries of its 9,000 management and nonunion employees, and would seek to revise existing labor agreements with ALPA, the Machinists, and the Independent Federation of Flight Attendants.

Talks with the other two unions are continuing. The Machinists represent some 9,300 mechanics and other ground-related workers while the unaffiliated union represents about 5,000 flight attendants.

Under the agreement with the financially ailing carrier, the company cannot lay off pilots until every pilot's hours have been reduced to 70 per month and the airline's total flying hours fall below a specified level. A 20-percent pay increase is provided for some 200 pilots who previously had taken pay cuts in that amount to avoid layoff.

The contract extends a time period for some 685 pilots currently on furlough to withdraw money from the retirement plan. There were no changes for new hires under the agreement.

Meanwhile, the ALPA and Continental Airlines scheduled more "exploratory" talks with an independent mediator in an effort to settle their contractual differences. ALPA struck the carrier Oct. 1 after the airline filed for bankruptcy to escape its obligations under existing collective bargaining agreements.

The mediator, Prof. Benjamin Aaron of the University of California at Los Angeles, met with the parties Nov. 28-30 to determine whether there was sufficient basis for a resumption of bargaining. The outcome of that meeting and date of the new talks were not made public.

Two other unions also are on strike against Continental. The unaffiliated Union of Flight Attendants walked out at the same time as ALPA, while the Machinists struck in mid-August.

With award-winner Glenn Watts, dinner chairman Sol Hoffman, Lane Kirkland and Jewish Labor Committee Chairman Donald Slaiman.

CWA's Glenn Watts honored by Jewish Labor Committee

New York — American labor's strong commitment to democratic institutions throughout the world was the recurrent theme of a Jewish Labor Committee dinner honoring Communications Workers President Glenn E. Watts.

Watts, the 1983 recipient of the human rights award given by the JLC's National Trade Union Council, stressed in his acceptance speech that "trade union rights go hand-in-hand with human rights. Those rights must have an environment of democracy and freedom or they are lost. And democracy must have free trade unions or it is lost," he insisted.

AFL-CIO President Lane Kirkland, himself a past recipient, presented the human rights award to Watts and spoke of the CWA president's numerous contributions "here at home and around the world."

Watts leads a union whose members live and work "at the leading edge of the technological revolution," Kirkland noted. At the same time, Watts serves on AFL-CIO Executive Council committees ranging from community service to international affairs and is secretary-treasurer of the American Institute for Free Labor Development.

In addition to his union commitments, Kirkland noted, Watts is treasurer of the National Urban Coalition, a trustee of the Ford Foundation, a governor of the United Way and a member of the Democratic National Committee.

Watts and Kirkland both spoke of the achievements of the Jewish Labor Committee, which marks its 50th anniversary in 1984.

It has been in the forefront of the struggle "for human rights and individual dignity," Watts noted, "from Nazi Germany to Stalinist Russia, to civil rights in America."

The former prime minister of Israel, Shimon Perez, the leader of his country's Labor Party, brought greetings to the gathering.

El Salvador unionist

Donald Slaiman, president of the JLC and deputy director of the AFL-CIO Dept. of Organization & Field Services, introduced to the gathering Salvador Carazo, the general secretary of El Salvador's Federation of Construction, Transportation & Allied Workers. Carazo has fought for democratic trade union principles against both right-wing death squads and left-wing guerrillas, Slaiman said.

Watts, in his acceptance speech, sharply criticized the Reagan Administration's moves to turn the clock back—on civil rights progress as well as on labor standards and help for the needy.

While "defense spending has gone right through the roof," he said, "spending on essential domestic social programs—those which help minorities, women, the poor and the elderly—has gone through the floor, and along with it, the funding of many programs to assure justice and equal rights."

Referees ratify pact as NBA ends lockout

National Basketball Association referees returned to work after ratifying a three-year contract that includes a substantial pay raise and partial compensation for a 100-day lockout imposed by club owners.

The small referees' union isn't an AFL-CIO affiliate, but AFL-CIO President Lane Kirkland last month called on the federation's unions and central bodies to support the locked out referees.

Under the agreement, the starting pay for a referee rises from $18,146 to $28,000 immediately, with further increases in the contract's third year. For referees with 16 or more years experience, the first-year jump is from $65,000 to $85,000 and to $90,000 in the third year.

The union referees will also receive the difference between the pay received by the scabs who temporarily replaced them and the amount the regular referees would have received.

Bad-faith bargaining

Brown & Sharpe hit with NLRB complaint

Boston—The National Labor Relations Board's regional director here issued an unfair labor practice complaint against Brown & Sharpe Manufacturing Co. charging that the firm used bad-faith bargaining tactics to prolong the Machinists' strike at its North Kingstown and Greystone, R.I., plants. A hearing before an administrative law judge has been scheduled for Jan. 30, 1984.

Some 1,600 members of Machinists District 64 and Local 883, 1088 and 1142 struck the firm Oct. 18, 1981, when their old contract ended. Members of the Professional & Technical Engineers, Local 119, also walked out in support of the IAM strikers.

NLRB Region 1 Director Robert S. Fuchs consolidated eight unfair labor practice charges the IAM had filed against the machine tool manufacturer over the course of the two-year strike. Fuchs issued the complaint on the advice of NLRB Office of Appeals Director Mary M. Shanklin, to whom the IAM District 64 had appealed Fuchs's earlier refusal to issue the complaints.

The company's actions to prolong bargaining and the strike were outlined in the complaint. Among the remedies sought is "immediate and full reinstatement" with full back pay of the strikers to their former jobs or comparable jobs, with Brown & Sharpe required to dismiss "if necessary, any employees hired as replacements since the beginning of the strike."

IAM District 64 Rep. Robert V. Thayer said the company, which has often brought strikebreakers to the plant in buses whose windows were covered, has refused throughout the strike to say exactly how many "replacement" workers were employed.

Strike not economic

The NLRB General Counsel's office has found the union's job action to be an "unfair labor practice" strike rather than an "economic" strike, a finding which can be upheld or overturned by the administrative law judge or in any subsequent board or court actions.

On Feb. 15, 1983, members of Professional & Technical Engineers Local 119, some of whom were still engaged in a sympathy strike, made an unconditional offer to return to their jobs or equivalent positions. Last Oct. 23, members of IAM Locals 883, 1038 and 1142 also made unconditional offers to return to work. Brown & Sharpe refused both offers.

Further, the NLRB complaint seeks what the regional office termed "an extraordinary remedy"—that the company "bargain within 15 days of a Board order, bargain for a minimum of 15 hours per week until agreement or lawful impasse is reached or until the parties agree to a respite in bargaining, prepare written bargaining progress reports every 15 days and submit them to the regional director and the union, and make whole employee negotiators for any earnings lost while attending bargaining sessions."

Company actions

The bill of particulars charging Brown & Sharpe with surface bargaining among other things accuses the company of:

- Negotiating with intent to weaken or eliminate the influence of the union among its employees and of causing a strike to rid itself of the union.
- Bargaining with the intention of "frustrating agreement or of reaching an agreement only on its own terms."
- Making proposals that it knew would be unacceptable to the union, including proposals relating to the elimination of job preference.
- Insisting on changes in the pension plan without valid economic considerations and refusing the union's request to bargain on pensions at a time when the rest of the collective bargaining agreement had been agreed to.
- Failure to make substantial changes in its initial bargaining proposals, while the union had made changes.
- Declaring an impasse at times when no impasse existed and when it had not presented its full bargaining proposal.
- Failing to make any bargaining proposals from Mar. 28, 1982, to May 1983.
- Soliciting striking employees to return to work by unlawfully offering them wage increases.
- Attempting to undermine and bypass the union as collective bargaining agent by communicating proposals directly to the workers in both units and by misrepresenting negotiations in those communications.
- Unreasonably delaying presentation of its economic proposals, including wages increases and pension plan changes.

The main issues of the strike are the pension plan changes demanded by the company, along with transfer rights, seniority and job preference clauses.

Labor, community link reinforced

Organized labor and voluntary agencies explored their mutual concerns and strengthened traditional ties during a two-day forum at the AFL-CIO headquarters.

Participants in the conference, representing more than 30 labor, social services and community services groups, examined the role of working people as supporters and volunteers for the agencies. The group also discussed ways to make the organizations' services more available to workers who need their aid, particularly in light of the nation's continuing high jobless rate.

Sense of purpose

AFL-CIO Sec.-Treas. Thomas R. Donahue told the group that the trade union movement, because it is organized from "bottom to top," is founded on the principle of volunteers who serve their members "in a sense of common purpose in building better lives for themselves and their children and their fellow citizens."

Donahue pointed out that union concerns for the overall well-being of members, their families and the community lead naturally into participation in voluntary organizations.

The AFL-CIO's constitution, he said, clearly requires the federation to actively stimulate its members into fully participating in the affairs of their communities "and the development of sound relationships with social agencies in such communities."

In addition to their efforts to help voluntary agencies carry out their programs, union officers, staff and members are deeply involved in helping the organizations financially, both through contributions and fund-raising, Donahue pointed out.

In a series of panel discussions, representatives of the AFL-CIO, affiliated unions, community services liaison staff and the service organizations outlined their activities.

A panel examined the advantages to labor and the voluntary groups of cooperative programs and looked at examples of model programs that demonstrate how beneficial this cooperation has been in providing added services in a number of communities, including many ravaged by unemployment.

In a panel on working with volunteers in a time of economic hardship, participants discussed how Reagan Administration budget cuts and the shift from public to private sector responsibility for many social service programs has affected the relationship between labor and the service agencies.

Among the issues talked about were the problem of replacing paid staff with volunteers, the role of volunteers in strike situations, the relationship between volunteering and job retraining and re-employment opportunities, and how to work effectively with volunteers who also hold full-time jobs.

Volunteer ties

The AFL-CIO and its community services structure were described by John McManus, the federation's assistant director of community services. Also examined was the AFL-CIO's close relationship with voluntary organizations such as United Way, the American Red Cross and the Boy Scouts through an extensive network not only of volunteers, but also through labor participation directors and full-time liaison staff employed by the agencies.

The panel pointed out that in addition to working with community service groups, many local, state and national labor organizations maintain their own programs of assistance to union members substantially beyond the collective bargaining agreement.

The forum was moderated by Frank Pace, Jr., of the National Executive Service Corps.

EDITORIALS

'We Crave for Justice'

The following remarks by Lech Walesa accepting the Nobel Peace Prize were read by his wife, Danuta Walesa, at the presentation ceremony in Oslo, Norway, on Dec. 10, 1983.

YOU ARE AWARE of the reasons why I could not come to your capital city and receive personally this distinguished prize. On this solemn day, my place is among those with whom I have grown and to whom I belong—the workers of Gdansk.

Let my words convey to you the joy and the never extinguished hope of the millions of my brothers, the millions of working people in factories and offices, associated in the union whose very name expresses one of the noblest aspirations of humanity. Today all of them, like myself, feel greatly honored by the prize.

With deep sorrow I think of those who paid with their lives for their loyalty to Solidarity, of those who are behind prison bars and who are victims of repression. I think of all those with whom I have traveled the same road and with whom I share the trials and tribulations of our time.

For the first time a Pole has been awarded a prize which Alfred Nobel founded for activities toward bringing the nations of the world closer together.

The most ardent hopes of my compatriots are linked with this idea, in spite of the violence, cruelty and brutality which characterize the conflicts splitting the present-day world.

We desire peace, and that is why we have never resorted to physical force.

We crave for justice, and that is why we are so persistent in the struggle for our rights.

We seek freedom of convictions, and that is why we have never attempted to enslave man's conscience nor shall we ever attempt to do so.

We are fighting for the right of the working people to organize and for the dignity of human labor.

WE RESPECT the dignity and the rights of every man and every nation. The road to a brighter future for the world leads through honest reconciliation of conflicting interests and not through hatred and bloodshed. To follow that road means to enhance the moral power of the all-embracing idea of human solidarity.

I feel happy and proud that over the past few years this idea has been so closely connected with the name of my homeland.

In 1905, when Poland did not appear on the map of Europe, Henryk Sienkiewicz said when receiving the Nobel Prize for literature: "She was pronounced dead, yet here is a proof that she lives on. She was declared incapable to think and to work, and here is proof to the contrary. She was pronounced defeated, and here is proof that she is victorious."

Today nobody claims that Poland is dead. But the words have acquired a new meaning.

May I express to you, the distinguished representatives of the Norwegian people, my most profound gratitude for confirming the vitality and strength of our idea by awarding the Nobel Peace Prize to the chairman of Solidarity.

An Earned Endorsement

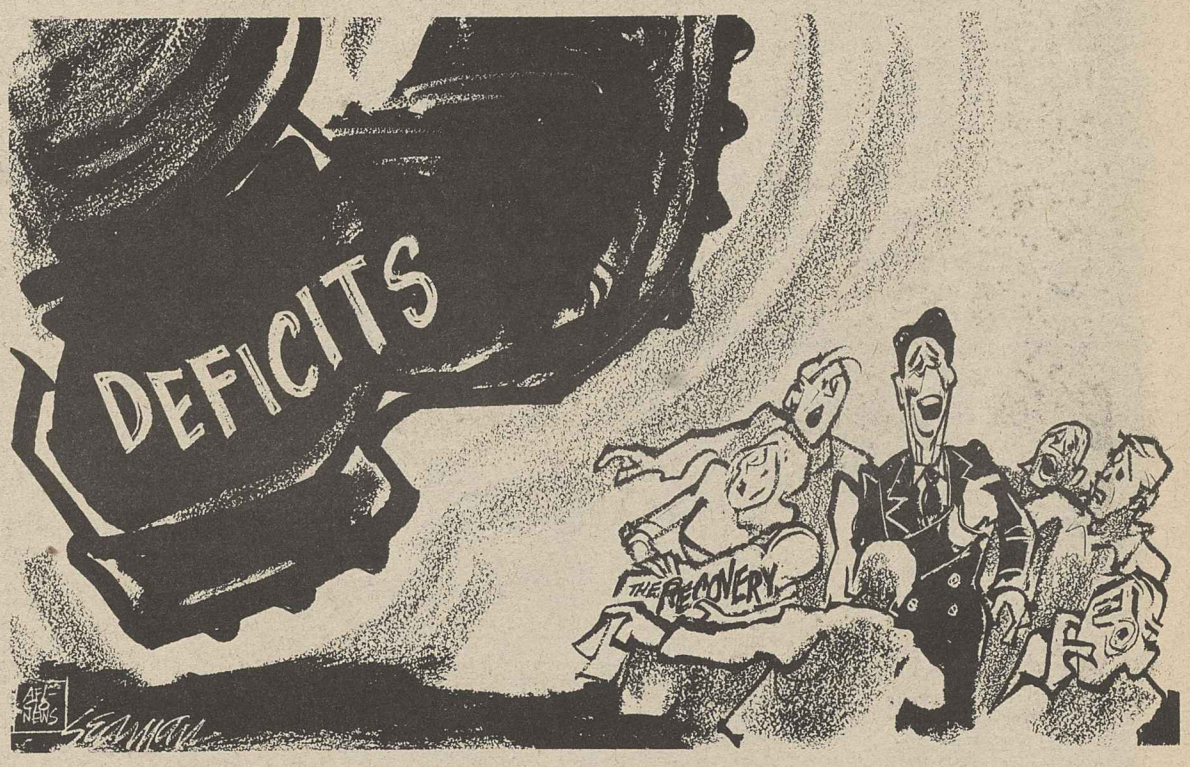
THE 1,400 DELEGATES to the United Mine Workers convention responded to Walter F. Mondale with the same enthusiasm that has marked the many union gatherings he has addressed both before and since his quest for the presidency.

Fritz Mondale spoke to labor's concerns for jobs and justice, for safety in the workplace. The America he envisions is not "a jungle where only the fittest or the richest prosper."

At the UMW convention, the endorsement vote was by acclamation. The cheers were every bit as loud and long as those at the AFL-CIO convention earlier this year, and for the same reason.

This is the candidate who has earned and received the support of America's workers.

'You People! There You Go Again!'



Washington Window

Affordable health care remains an unmet need

By Press Associates, Inc.

The National Consumers League performed a valuable public service by devoting a conference in Washington to the issue of America's continuing crisis in health care.

Americans who have firsthand experience with runaway medical costs aren't just the working poor cut from Medicaid rolls, or the unemployed who have lost health insurance coverage, or those whose savings have been wiped out by catastrophic illness.

Today, the list includes union members whose negotiated health insurance has been eaten away by employer takebacks and by soaring health care inflation. It includes Medicare patients who now must pay an average 55 percent of medical bills out of their own pockets.

In fact, affordable health care is a problem for just about everybody except the affluent and the hospitals and doctors who have turned it into an open-ended, multi-billion dollar money machine.

Since 1974, total spending for health care in the United States has increased nearly 150 percent. Today Americans, on average, spend about 10 percent of their disposable income for health care.

Half-baked solutions

It is unfortunate that the Reagan Administration and its free market supporters have confused public discussion of the issue with half-baked "solutions." Giving Medicare vouchers to the elderly sick so they can shop for the best deal is unrealistic and hardhearted. Cutting program benefits to reduce costs simply shifts the burden to the poor and sick without controlling costs.

The simplistic free market panaceas were addressed at the consumer conference by one of the nation's leading health care economists.

Rashi Fein, professor of the economics of medicine at the Harvard Medical School and an economic adviser to the Kennedy Administration, declared that "simple solutions abound. But the reality is more complex."

Treating health care like any other commodity such as "socks or cars" might reduce total expenditures, said Fein, but "at what social cost?" Those unable to pay would be forced to do without treatment, he said.

Free market risks

He recalled that during the 1950s, insurance companies which tried to provide the same kind of health coverage for everyone soon lost out to companies which insured only "low-risk" individuals. Under the pure free market approach, millions of "high-risk" people would fall through the cracks.

Health care inflation, Fein said, largely "stems from the fact that we have erected an insurance and third-party health funding mechanism, but have failed to accompany it with a system of control. . . . It is as if the health sector is given a Visa card and an unlimited credit line and then is told to behave responsibly."

On the simplistic budget cut solution, Fein said, "If our concerns are equity and quality as well as the level of national health care expenditures, we cannot simply set a budget for Medicare and Medicaid and force them to live within a budget while the rest of the health sector goes on its merry way."

A key element of controlling national health care expenditures, he said, is "prospective budgets" under which hospitals, doctors and other providers would be reimbursed fixed amounts for specific services. Labor-backed bills pending in Congress would achieve this.

A system of universal national health insurance as exists widely in Europe, said Fein, remains the best solution for ensuring quality, lower-cost health care for all Americans.

AFL-CIO news

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Vol. 28, No. 50 SATURDAY, DECEMBER 17, 1983

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
American Federation of Labor and Congress of Industrial Organizations
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Thomas R. Donahue, *Secretary-Treasurer*

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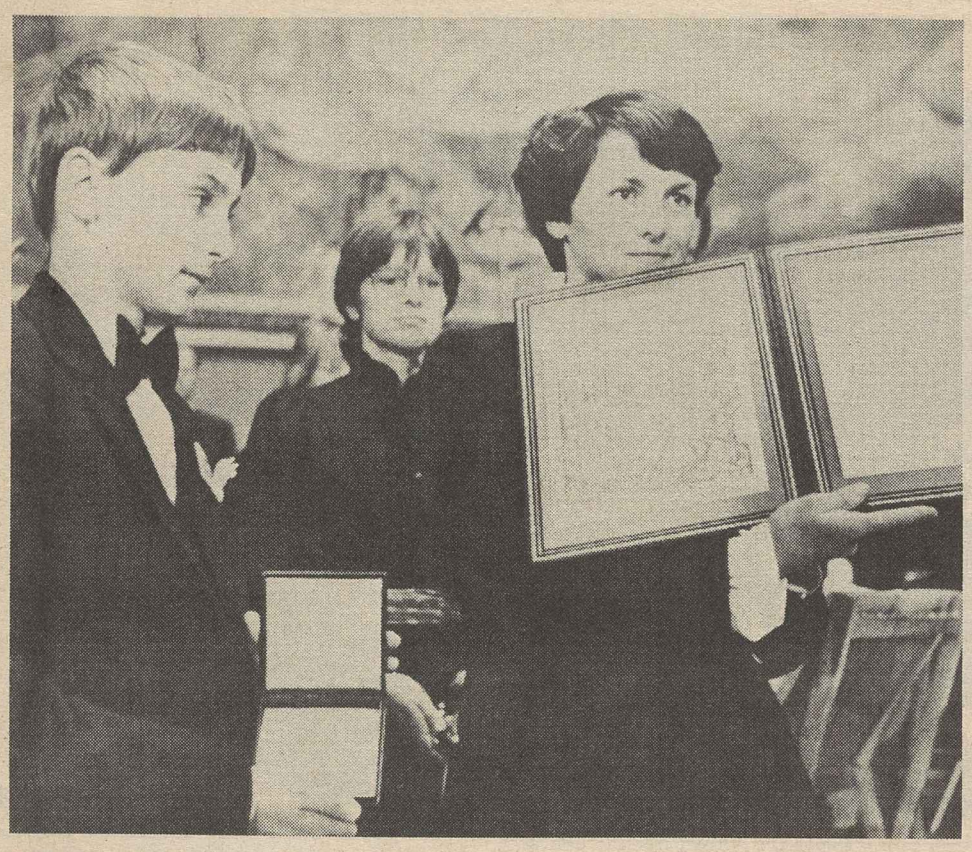

Danuta Walesa accepts Nobel Peace Prize diploma in behalf of her husband, Solidarity leader Lech Walesa. Their son Bogdan displays medal.

Walesa sees free Solidarity as part of Poland's future

Continued from page 1

of violence and fratricidal bloodshed.

"We shall not yield to violence. We shall not be deprived of union freedoms."

In a scarcely disguised criticism of the Soviet Union, Walesa also observed: "As a nation we have the right to decide our own affairs, to mold our own future.

"This does not pose any danger to anybody."

Walesa's lecture was reminiscent of his message delivered to the AFL-CIO biennial convention in October shortly after it was announced he had won the prize. In a letter read by another Solidarity exile, Jerzy Milewski, Walesa said then:

"We are fully aware of how long and difficult will be the road to achieving workers' and civil rights in Poland. But I can assure you that these difficulties will not make us abandon that road."

Walesa did not make the trip to Oslo, saying he felt his place was in Poland with the workers of Gdansk. The diploma and gold medal awarded him as this year's peace prize winner were accepted for him by his wife, Danuta.

In a brief message delivered by his wife, the Solidarity leader said that he and his compatriots "are fighting for the right of the working people to organize and for the dignity of human labor."

Besides Norway's King Olav V and Norway's leading politicians, a contingent of international labor representatives was on hand for the ceremony. The group included Gen. Sec. John Vanderveken of the International Confederation of Free Trade Unions and Rodolfo Seguel, leader of the Chilean Confederation of Copper Workers, who played a key role in recent union demonstrations against the government of Gen. Augusto Pinochet.

Seguel, who visited AFL-CIO leaders in Washington, enroute from Oslo to Chile following the ceremony, said his presence was indicative of an international worker solidarity "that goes beyond political boundaries."

Hatch hearings scored

Congress urged to bar balanced budget plank

Los Angeles — If a balanced budget requirement is written into the U.S. Constitution, America's workers will be the hardest hit victims of the economic depression that is likely to follow, AFL-CIO Vice President Gerald W. McEntee warned.

McEntee, president of the State, County & Municipal Employees, testified for the AFL-CIO at a Senate Judiciary subcommittee hearing. He is chairman of a committee set up by the federation's Executive Council to coordinate labor's campaign against a balanced budget constitutional amendment.

The Los Angeles hearing was arranged by Sen. Orrin G. Hatch (R-Utah), who is both a leading sponsor of the balanced budget amendment and chairman of the subcommittee having jurisdiction over constitutional proposals. The hearing coincided with a campaign for signatures on an initiative petition being circulated in California in support of a balanced budget amendment.

McEntee said the AFL-CIO remains "unalterably opposed" to a constitutional requirement for a balanced budget. The amendment, in any of its proposed forms, would diminish the ability of Congress to meet its obligation "to provide for the common defense and promote the general welfare," he charged.

Fundamental principles

The Constitution is "a framework for enduring government," McEntee noted. It embodies principles "that we as a nation have concluded are fundamental" and therefore should be protected against "temporary legislative majorities."

A balanced budget amendment just doesn't fit within such a constitutional framework, McEntee stressed. It may often be a desirable goal, he said, but there are times when its achievement must be secondary to other public priorities such as economic growth, help for the needy, and the national defense.

McEntee cited an AFSCME study last year that simulated the economic impact of a balanced budget amendment projected to take effect next fall.

The result would be "economic devastation," he testified, with the jobless rate pushed back into double digits. The nation's total output would be reduced, "resulting in a nearly 6 percent decline in the standard of living for the average American" in just two years.

McEntee said the spending cuts needed would be so extreme that social security, Medicare and veterans' benefits would all have to be cut heavily in addition to defense cutbacks.

In the previous Congress, the Senate adopted a balanced budget constitutional amendment by the two-thirds majority needed to send it to the states for ratification, but the House voted it down.

State resolutions

Meanwhile 32 of a required 34 states have adopted resolutions calling for a constitutional convention to initiate a balanced budget amendment.

The convention procedure is provided for by the Constitution as an alternative to action by Congress, but it has never been used and the legal boundaries of such a convention remain uncertain. In his testimony, McEntee cautioned that delegates to such a convention might attempt major tampering with the Constitution that could "polarize our society."

California is one of the states whose legislature has rejected such a constitutional convention call, and the Hatch hearings are widely viewed as an attempt to assist an unusual initiative petition now being circulated in the state.

The petition and a similar petition in Washington state seek to put on a statewide ballot a proposition that would require the legislature to adopt a call for a constitutional convention to adopt a balanced budget amendment within 20 days. If the legislature failed to do so, the pay and benefits of its members would be suspended until such time as it acts.

Hands off

McEntee told Hatch that he didn't think congressional committees should be encouraging such state actions or the uncertain hazards of a constitutional convention.

It would be better, he suggested, if Congress considered legislating "reasonable economic programs" such as tax reforms, "which might even actually help to reduce the deficits."

Plant-closing protections pressed for workers

Advance notice and transition assistance to workers hit by plant closings and permanent layoff are essential features of any effective displaced worker program in the view of the AFL-CIO, Federation Research Director Rudy Oswald told a Brookings Institution forum on displaced workers and industrial policy.

"While collective bargaining has sought to protect workers against the major catastrophes of plant closings and permanent job loss," he said, "there are limits to what can be achieved through collective bargaining.

"Therefore, legislation is needed to strengthen protections for workers against plant closings and major layoffs and permanent job displacement."

Oswald said a bill introduced in the House by Rep. William D. Ford (D-Mich.) contains the basic labor protection features the AFL-CIO seeks in plant closings and displaced worker legislation.

Labor protections

The Ford bill would require employers to give advance notice of their intentions to close or relocate a major facility. It would also require employers, whenever existing jobs cannot be saved, to provide minimal protection to their workers in such matters as transfer rights, relocation expenses, severance pay, pension protection, health care, and job training.

The proposed legislation has been approved by the Labor Management Relations subcommittee of the House Education & Labor Committee chaired by Rep. William Clay (D-Mo.).

The Brookings conference was called by former Labor Under Sec. Malcolm Lovell, who is now with the Brookings Institution.

In his remarks, Oswald stressed that jobs and training for all workers—including displaced workers—should be part of a national industrial policy and reindustrialization program. Job information and job counseling and job training and placement services should be fully and freely available to all workers, he added.

But, he said, it is important to remember that all the training, all the job counseling, all the job search assistance, and all the job placement services that might be provided are not going to do any good if there are no jobs.

"Without jobs at the end of the line, training and other services will simply be a holding operation breeding more frustration and cynicism," said Oswald.

That is why the AFL-CIO is so strongly committed to full employment, he said, adding that full employment is the key to a healthy economy and a healthy society.

The commitment to meeting the goals of the Humphrey-Hawkins Full Employment & Balanced Economic Growth Act must be fulfilled, Oswald declared. "Full employment is a moral, social, political, and economic imperative."

Oswald agreed with some but not all of the basic principles to encourage the reemployment of displaced workers contained in a paper by Lovell: maximum individual worker choice in the basic decisions in adjustment assistance programs, early intervention to help displaced workers, flexibility in any assistance system, and improvements in the operations of state employment services and the unemployment insurance system.

"We recognize that income support is a key component of aid to displaced workers — but displaced worker assistance should not be financed by the existing unemployment insurance system that is already overburdened," he cautioned.

"While a separate payroll tax to finance a displaced worker program may be appropriate, we would not rule out general revenue financing of such a program."

Educate the public

Oswald said that a substantial part of the answer to the problems of displaced workers is to educate the general public, the White House, and Congress about their needs so that domestic, social, and economic programs get the attention they deserve in federal, state, and local government budgets.

He noted that Title III of the Job Training Partnership Act of 1982 recognized the need for federal support for employment and training assistance for displaced workers laid off due to permanent plant closings and displaced workers unlikely to return to their previous industry or occupation.

"But JTPA's underfunded Title III and the Lovell proposal do not provide for advance notice and transition assistance to workers hit by plant closings and permanent layoff," he said.

Oswald noted also that several times in his paper Lovell said that aid to displaced worker programs should not be so generous as to discourage workers from going out and finding a job, to which Oswald responded:

"We reject the implication that unemployed workers generally and displaced workers specifically are lazy work-shirkers who won't look for a job if UI payments and adjustment assistance programs are available. . . .

"The key issue is not that displaced workers will try to stay too long in a program designed to help them back into the mainstream of productive economic life. Instead, the key issue is the availability of jobs for the workers who are supposed to benefit from comprehensive and effective counseling, training and job placement services."

John Hawkins dies at 77, retired staff organizer

Baltimore—John A. Hawkins, a retired AFL-CIO field representative, died Dec. 5 at his home here after a long illness. He was 77.

Hawkins came out of the Glass Bottle Blowers to join the AFL organizing staff in 1949. He served as a field representative after the 1955 AFL-CIO merger until his retirement in 1971.

AFL-CIO news

SATURDAY
DECEMBER 24, 1983
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HOLIDAY GREETINGS

Rally for Mondale

Labor's campaign to help Walter F. Mondale win the Democratic presidential nomination covers a wide spectrum including a series of fund-raising "house parties" held Dec. 10 in conjunction with a five-minute television broadcast aired by CBS affiliates. Typical of thousands of similar union-sponsored parties nationwide is this one organized by John Mickens, left, staff representative of District 4 of the Philadelphia Federation of Teachers. The AFT locals sponsored 500 "America for Mondale" parties across the country and estimated that the events raised about $125,000 in contributions for Mondale.

Kirkland stresses need for reversal of Reagan policy

By James M. Shevis

AFL-CIO President Lane Kirkland renewed labor's call for a "fundamental change" in the economic policies of the nation, and accused the Reagan Administration of bringing "the worst suffering to Americans in a half-century."

"We have committed ourselves to bringing about that change," Kirkland declared in his New Year's message.

While the country is gratified at "any and every sign of relief" from the economic hardships that have grapped it under President Reagan, millions of poor, homeless, and unemployed Americans will have no reason to celebrate the new year until they have found steady work, Kirkland said.

"There will be no cause for confidence until the country is assured that this recovery is not to be followed by a second and worse Reagan Recession," he said.

About 11 million men and women who need and want jobs officially are unemployed, according to Labor Dept. statistics. But the count does not include those too discouraged to look for jobs nor those employed part-time because full-time jobs are not available. The AFL-CIO has pointed out that if these groups were added the total number of jobless workers would come to more than 14 million.

"The economy will only recover its vigor when the burden of readjustment is shared equally and fairly and full employment is restored," Kirkland declared. "The labor movement will resist every effort to make workers the sole victims of hard times, engineered by harsh and benighted governmental policies."

Hardship documented

Kirkland's message came as a series of fresh reports documented the increasing incidence of hardship and poverty.

The National Coalition for the Homeless estimated 2.5 million Americans will literally be out in the cold this winter, many of them sleeping in the streets of urban areas. That is 500,000 more than a year ago.

Declaring Dec. 19 "National Care and Share Day," President Reagan authorized release of $44 million in federal funds to assist distribution of food to those without income or homes. He urged the grocery industry to distribute extra food to grocery stores and to set up bins where shoppers could donate canned goods.

The Urban Institute, a nonprofit research organization, reported that over the last five years income distribution in the United States has become less equal, with the poor growing steadily poorer.

"Among the poorest one-fifth of families, average disposable income will have fallen from $7,546 to $6,833, a decline of 9.4 percent," a study by economists Frank Levy and Richard Michel observed. In their definition, disposable income consists of cash income plus food stamps minus taxes, after adjustment for inflation.

In a second study, Baltimore research

Continued on Page 6

Greyhound accord sends strikers back to buses

Striking Greyhound workers returned to their jobs this week after accepting a new three-year agreement that ended the walkout after 47 days.

Greyhound drivers and other members of the Amalgamated Transit Union began the return to their jobs after ATU officials in Phoenix finished counting more than 10,000 mail ballots cast in the ratification vote.

Settlement of the strike brought with it an end to organized labor's consumer boycott of Greyhound.

Harry R. Rosenblum, president of ATU's Council of Greyhound Local Unions, said the contract was approved by a nearly 3-to-1 ratio. The agreement covers some 12,700 workers employed by Greyhound Lines, Inc., when the strike began plus another 1,300 hired as replacements during the nearly seven-week walkout.

One of the provisions of the new agreement is that replacements hired during the strike will be kept on only after all positions are filled by returning strikers.

Rosenblum called the dispute a "bitter experience," but said it had strengthened the unity among ATU members.

"We will use that solidarity on another day, when our members will be prepared to restore balance to our relationship with Greyhound," he said.

In a letter to AFL-CIO President Lane Kirkland, ATU President John W. Rowland said the union had ended its boycott of the nation's largest intercity bus line, an action endorsed by the federation's Executive Council in mid-November. Rowland also thanked the labor movement for its broad support of the strikers.

Retention of the seniority principles was considered by union negotiators a major plus in the settlement, along with the in-

Continued on Page 3

U.S. falls short in 'safety net' aid for needy

New York—The "social safety net" that's supposed to protect needy families is flimsier in the United States than most of the world's other major industrialized nations, according to a study released by Columbia University.

The research paper, titled "Income Transfers for Families with Children: An Eight-Country Study," points out that the unemployed, families headed by single mothers, and large families headed by low-wage earning fathers are in worse economic straits in most of the United States than they are in the seven other industrialized nations observed.

Even the most "generous" states in America, like New York, are surpassed by the nations that provide the most benefits—Sweden, France and Germany. Most other states are also outranked in benefits

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MEMO FROM COPE

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There he goes again

Reagan revives youth wage pitch

President Reagan is disappointed that Congress hasn't yet enacted a subminimum youth wage, but he hasn't given up hope.

"We've tried in Congress several times," Reagan said in a question-and-answer session with editors of the Gannett newspaper and broadcasting chain. But "we can't get any interest," he complained.

Nevertheless, "I'm going to keep trying. You bet," Reagan assured the editors.

The issue was brought up by a Danville, Ill., editor who wondered why the lowest grade in the federal civil service paid more than the minimum wage. He asked whether the President had considered reducing the federal pay to the minimum wage level.

Reagan said he couldn't recall any discussion within the Administration over just that point. But warming to the subject the President did, indeed, have some things to say concerning the minimum wage.

"I believe a lot of our ills are due to the minimum wage," he said. "I think we have priced a number of people and jobs out of existence by making the price for them too high."

A minimum action

The "very least we should do," Reagan suggested, is to have "a lower minimum wage for young people who are entering the job market. . . . They are the ones who are sitting on the sidelines because no one can afford to hire them."

And speaking of young people, the President said, the unemployment rate would be lower if unemployed teenagers weren't counted. Nearly half are just looking for after-school jobs, he said. That's "keeping our percentage level so high."

Since the Labor Dept. started counting the military as employed, Reagan said, "the unemployment rate is lower."

The President faulted the press, especially television news coverage, for not being cheerful enough about the economy.

Why, in the depths of recession, he said proudly, "more money was given to charity and to worthy causes than has ever been given before in our nation's history." That surely demonstrated "the quality of the American people," he suggested.

And when television news programs "have to announce that unemployment went down," Reagan complained, "they immediately switch to showing some derelicts sleeping on heating grates and so forth to take the taste out of your mouth of that good news."

The AFL-CIO NEWS (ISSN 001-1185) is published weekly except for the last week of the year. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

12/24/83

Kirkland cites challenges facing labor

The following is excerpted from an interview of AFL-CIO President Lane Kirkland conducted in Washington, Dec. 20, 1983, by six reporters: Kathy Sawyer, Washington Post; Phil Gailey, New York Times; Michael Zuckerman, USA Today; Drew Von Bergen, United Press International; David Espo, Associated Press, and Susan Rasky, Reuters News Agency.

AFL-CIO President Lane Kirkland responds to questions at a yearend interview with six labor reporters.

REPORTER: Many people are saying 1983 has been a disaster for unions. Does it look any better for '84?

KIRKLAND: It's been a tough year, a time of trial. Many of our unions have had very, very difficult negotiating situations. But none of us signed on for an easy trip. It goes with the territory. You have to deal with the difficult situations as well as the other kind. I don't think there's any sense of discouragement. I think there's a sense of determination to do our best to represent the people we're engaged to represent as forcefully and effectively as circumstances make possible.

REPORTER: Do you see any indication that this new emerging workforce—a younger workforce, a better educated workforce—is looking to labor unions as their protector for their jobs and their wages?

KIRKLAND: Well, you find those characteristics in the membership of our organizations. Certainly a higher level of education, I think, is quite general and is reflected in what we find when we take histories of our people who come to our George Meany Labor Studies Center, for example, for leadership training. And we find that the majority of those who are activists in the trade union movement have had some college. We've had a great deal of interest, for example, in the program that we launched a few years ago at the Meany Center to make it possible for those who dropped out of college at one time or another to continue their studies and to get a degree. I don't think that would have been true a generation or two ago. We were at the Miners convention together, and you must have been struck by the relative youth of the delegates. It may be that I'm getting older, but it seems to me that every year that goes by, there are more and more young people. No, I think that they will be drawn to trade union work and will be fine trade unionists.

REPORTER: Do the old methods of striking still remain as effective as they were once? The difficulty in Greyhound seems to suggest that they may not.

KIRKLAND: I don't think you can draw that conclusion from that strike. The alternative to the strike was to accept an intolerable proposition. I think that would have been probably more damaging to the union. The settlement was a substantial improvement over the original proposition. And I think the company was convinced that there was life and vigor in this organization, and the company elected to settle.

REPORTER: Some of Mr. Mondale's political opponents are suggesting that he and his friends in the labor movement want to bring on some protectionism. Would you comment on that?

KIRKLAND: I think protectionism is a buzz word, a pejorative term, that doesn't address the real nature of the real world. What we have in international trade is a circumstance where the real mode is protectionism—more managed commerce—everywhere. And the rhetoric is different from the truth of the circumstances and the facts. Policies of all nations are more closely akin to mercantilism—that is, a policy of maximizing your exports and minimizing your imports. I know of no exception to that fact, and I know of no commodity or product whatsoever that is exempted. I have a standing challenge to anyone to name a product that travels under circumstances at all resembling free trade—any product whatever. So what we need to deal with are the rules—the rules governing the management of trade, the application of policies to trade, and to make certain that they are equitable, fair and balanced between the trading countries.

REPORTER: One of the factors that's being credited with keeping inflation low has been low union wage increases. With the economy booming, how long do you think it will be before unions are going to ask it the other way?

KIRKLAND: Well, on your first point, I don't believe that wage increases caused the inflation that we've had for the past few years, so I don't believe that wages are the main factor in the dampening of inflation. I think that the sources of inflation over the past few years have been evident—the two energy shocks; farm prices; interest rates and their effect on housing prices; and medical care costs. If nominal interest rates come down, that will have an effect on the price levels. As a result of the recession, we've had an oil glut, so energy prices are stabilized and have come down. And those are the leading components of inflation or deflation in the price index. If prices come down, that element of wage negotiations that is affected by price levels will reflect that reduction as they have in the past.

REPORTER: So, do you want to hazard a guess for the level of wage increases next year?

KIRKLAND: No, because I don't think there is any such thing as a level that is general. Negotiations vary all over the lot in this country. We do not have a centralized system of wage negotiations. They depend upon circumstances in the industry. They depend upon the economy of that industry, the pressures, the choices of alternatives that a union confronts and the priorities of the membership. We have gone through a period of heavy unemployment and massive layoffs and plant closures, and I believe in many circumstances the matter of job security has gained a greater degree of priority in the minds of the membership than cash wage issues.

REPORTER: If the economy continues to improve to November of '84, how is the economic issue going to be framed against the Reagan Administration by labor, by Democrats?

KIRKLAND: Improvements from a disastrous previous level still bring us to a condition today with 8½ percent unemployment. That is historically still very bleak. Those who suggest that that's an asset to an incumbent administration I think have to be saying that working people don't have a memory and they don't remember what was done to them. I suggest to you that they do have a memory, and they know what they've been through and who was responsible. And I think they'll indicate that when they're called upon to pass judgment on those who present themselves for their favor.

I also think that there is continuing cause for deep concern about the future. The time between the height of a recovery and the trough of the next recession has been steadily shortening, and the height between the peak and the trough has been growing in recent years.

Each new recession comes faster than the last one and starts at a level of unemployment in excess of the previous one. I see nothing in the cards or in any aspect of national policy that offers any hope that this so-called recovery, as long as the mindset that brought the current policies continues, that we won't be facing very soon another downturn in this accelerating and deepening business cycle.

REPORTER: If Mondale does win the election, he's going to be faced with the same deficits that face this Administration. To what extent is organized labor willing to contemplate changes in the social security, Medicare, the entitlement kinds of programs that even some Democrats in Congress have said have got to be cut if the budget deficits are going to be completely attacked?

KIRKLAND: Well, point one, no matter who is elected, there's going to have to be a tax bill. Taxes are going to have to be raised. And no matter what any of the candidates say or any of the people in the Administration say, I think everyone who is familiar and concerned with the circumstances or who pays close attention understands that there's going to have to be a tax bill, and a substantial one.

The primary cause of the deficit is the most irresponsible act of governance that I can recall in my time, and that was the Reagan tax bill that stripped the public treasury of its revenues for the benefit primarily of those in the more fortunate positions in our society.

We have put forward in each of these years an alternative budget that proposes programs, evaluates their cost, and balances those costs by revenue proposals. We strongly believe that if the people want something of their government, they should be prepared to pay for it. And we have consistently put forward—on every occasion on which we have urged any particular action by the government—a program whereby it would be paid for equitably and fairly. The great delinquency and the great irresponsibility of this Administration has been its failure to match its spending programs, particularly in the area of defense, with any method of financing it that assures that everybody will pay their fair share of that burden.

I do not subscribe to the notion that the problem we face has anything to do with the so-called entitlements. "Entitlements" is supposed to be some sort of a sanitary code word for social security. The social security system is not in deficit, and it is not projected to be in deficit for many, many, many years. It is the one program for which the financing mechanism has been established. We had a problem stemming from the vagaries of the escalator formula, and we dealt with it through a bipartisan commission. We put forward recommendations to assure the long-term soundness of that program and its viability for at least the next generation. That programs was adopted. That is the primary so-called entitlement, and that program is yielding a surplus to the budget.

REPORTER: Just how confident are you that Walter Mondale, if he gets the nomination, can beat Ronald Reagan?

KIRKLAND: I believe he is a candidate who has the best possibility of winning and who will advance the critical issues in a way that will earn him the right to serve as President. There's no assurance of anything in the democratic process, but I'm enthusiastically of the view that he is the best of the available candidates, and that he can draw the issues more clearly and more forcefully than the others, and that he has the qualities to serve with great distinction as President of the United States.

REPORTER I: Do you think that any special consideration should be given by the Democrats to putting a woman on as the vice presidential running mate?

REPORTER II. Or a black?

KIRKLAND: I think certainly they ought to be considered. I don't believe that either sex—male, female—or color *per se* is a program, but I do believe there is virtue and conspicuous symbolizing of the fact that this is not by any rule of law of nature or any other consideration an exclusive domain of white males. So, if when one reviews the list of possibilities, if there are blacks or women or Hispanics who have all of the other leading qualities that meet the criteria—who could hold the country together and lead the country in the event they were called upon to serve as President and with the political assets a candidate must have in key states—then I think the fact that they might be black, women, Hispanic or a minority that in the past has not shared in the recognition they ought to have in our society, I think that ought to be regarded as an asset and a positive factor.

REPORTER: Can you think of a labor issue where you and Mr. Mondale don't agree?

KIRKLAND: Well, I certainly hope not. My experience with Fritz Mondale has been that he has been led into friendship with trade unionists and a regard for the aims and principles of the trade union movement through his life's experience. They are his convictions; they are not the product of expediency, but they are convictions that he's reflected throughout his political life from the time that he served in state office in Minnesota through his subsequent political career. And we have never tried to coerce or bend him in any way against his own views and principles. We made our judgment on his qualities by virtue of our experience with his political record and his known convictions and the fact that we know that he identifies himself and has throughout his life with the aspirations of working people.

REPORTER: What do you see generally in terms of collective bargaining in 1984?

KIRKLAND: I think it's going to stay difficult because of the continuing level of high unemployment. I think these levels of unemployment create an atmosphere that increases tension at the bargaining table, encourages retrograde notions on the part of management. It's compounded by the results and the effects of the manic deregulation which creates particular problems for a number of industries primarily in the transportation field.

So it'll be a difficult year, and it'll be made a bit more complex because some industries will be emerging from acute recession where they've squeezed down their workforces to such a point that any revival of activity will be reflected in very rapid increases in productivity and in profits. So those managements will be approaching the bargaining tables swollen with profits and yet probably encouraged by their colleagues to be a bit on the rapacious side with respect to what they regard as an advantageous bargaining position because of high levels of unemployment. And those attitudes can well lead to strife. I hope that a measure of reason will prevail and that a long-run view will govern.

That is to say that trade unions are here to stay, and the sun doesn't shine on the same quarter of the anatomy every day. And working people and their unions have long memories.

AFL-CIO hails action

Army officer arrested in Salvador murders

The arrest and detention of a Salvadoran Army officer suspected of helping plan the 1981 murders of two American labor representatives and a Salvadoran union leader were welcomed by the AFL-CIO, which had fought long and hard for justice in the case.

The seizure of Capt. Eduardo Avila "will facilitate the investigation" into the deaths of Michael Hammer and Mark Pearlman of the federation's American Institute for Free Labor Development and Jose Rodolfo Viera, head of the Salvadoran Institute of Land Reform, AIFLD Executive Director William Doherty said.

"We hope it will help bring to justice those who are responsible for these crimes," he said.

The U.S. government earlier this month specifically called for Avila's arrest in the hope that he will provide key testimony against a lieutenant whom a U.S. report accuses of having played the major role in organizing the murders.

Two National Guardsmen have confessed to carrying out the killings, but El Salvador's judicial system has worked to frustrate legal action against the higher ranking suspects in the case.

Key witness

While Avila allegedly helped plan the murders, the U.S. government and the AFL-CIO are most interested in the help he can provide by testifying against Lt. Rodolfo Lopez Sibrian. The guardsmen have testified that Lopez Sibrian provided a submachine gun and other weapons for the killings, while Avila lent a windbreaker to conceal the submachine gun.

Under Salvadoran law, however, the guardsmen's testimony does not constitute legal proof because they have been charged in the crime themselves.

In another development, Doherty said he was unhappy over the Salvadoran legislature's action Dec. 13 on a land reform measure that would permit only a minimal amount of farmland to be distributed in the future to the peasants.

Doherty told the Washington Post the AFL-CIO "will work like hell in Congress next year to make sure no economic aid goes to that country" if another part of the land reform plan is allowed to expire.

Land titles

The "land to the tiller" part of the reform program, which allows peasants to obtain titles to plots of land they now rent is due to expire Dec. 31, if the legislature does not renew it.

Earlier, President Reagan pocket-vetoed a bill that would have tied American aid to El Salvador on the Administration's certifying to Congress periodically that progress was being made on human rights. AFL-CIO policy links the two. Democrats have pledged to introduce a new bill when Congress reconvenes in January.

The bill also would have required Reagan to certify that the Salvadoran government was making progress in redistributing land and in making efforts to try the accused killers of the two AFL-CIO field workers gunned down in 1981.

Sen. Claiborne Pell (D-R.I.), the ranking Democrat on the Senate Foreign Relations Committee, called the President's pocket veto of the certification process "a powerful blow against peace and justice in El Salvador."

In a resolution adopted at its convention in October, the AFL-CIO reiterated its longstanding insistence that aid to the Salvadoran government be made contingent upon its progress in implementing the land reform program, protecting trade union rights, establishing a just judicial sys- trade union rights, establishing a just judicial system, and bringing right-wing death squads under control in that country.

Salvador union leader cites disruptions from right, left

Milwaukee—Ideologues and politicians on both the right and the left are prolonging a war that the people of El Salvador do not want but for which they are paying a high price, a Salvadoran labor leader told the Milwaukee County AFL-CIO.

Salvador Carazo, secretary general of Fesinconstrans, the largest urban trade group in El Salvador, told a council meeting that the great majority of Salvadorans want peace, struggle for it, and see in the coming elections a path possibly leading to that peace. But threats from right-wing death squads and left-wing guerrilla groups are unsettling influences, Carazo told his audience.

Carazo, who stopped off here en route from an International Confederation of Free Trade Unions conference in Brussels, explained the role of democratic labor in strife-ridden El Salvador and the danger that a labor leader risks in pursuing democratic ideals.

He told the meeting that, through telephone contacts with his office in El Salvador, he had been informed of threats on his life upon his return to the country.

"I will go back," he vowed, "and if my blood is necessary to plant the seed of peace, democracy, and social justice in El Salvador, let it be so." Carazo received a standing ovation from the 200 delegates.

Following Carazo's remarks and a question-and-answer period, Executive Director William Doherty of the AFL-CIO's American Institute for Free Labor Development explained the federation's role in assisting democratic trade union groups in El Salvador, particularly the UPD, or Democratic Popular Union. The UPD embraces all the major urban and campesino unions in the country.

Doherty read the AFL-CIO convention resolution on El Salvador adopted in October. The measure stressed the federation's opposition to U.S. military aid to El Salvador until there was measurable progress toward land reform, protecting tem, and banning the death squads.

The next issue of the AFL-CIO News will be published on Jan. 7, 1984, because of holiday schedules.

The staff of the AFL-CIO News wishes all readers a Happy New Year.

ATU sends thanks

The outpouring of support for striking Greyhound workers by trade unionists across the country drew warm thanks from Transit Union members and their leaders.

ATU President John W. Rowland, in a letter to AFL-CIO President Lane Kirkland, thanked the federation, its affiliated unions and its state and local central bodies for their "unstinting efforts" in support of the now concluded strike and boycott. Rowland called this rallying behind the strikers "one of the most positive results" of the encounter with Greyhound.

Harry R. Rosenblum, president of the ATU's Council of Greyhound Locals, wrote Kirkland that "there is no way to measure the value of the assistance given us . . . from the top down, through the state federations and central labor councils to the local union level."

As the seven-week strike progressed, demonstrations of labor's solidarity with the Greyhound strikers were mounted in major cities across the country. From Boston and New York to Los Angeles and San Francisco, from Atlanta to Seattle, union members from all trades and industries turned out to add their strength to the ATU picket lines and to promote the consumer boycott of Greyhound. Other aid came in the form of financial contributions, food collections and morale-boosting messages.

Janis Borchardt, a Greyhound driver and member of ATU Local 1225 in San Francisco, could have been speaking for all the strikers when she said in an interview:

"I feel real good about the unity that the labor movement as a whole has put behind this strike, behind the working people of this country. And that's one of our most powerful tools in dealing with this corporation."

Greyhound pact approved, strikers head back to buses

Continued from Page 1

clusion of a successorship memorandum and Greyhound's agreement to drop proposals to hire part-time workers and schedule split shifts for terminal workers.

The strike began Nov. 3, two days after the old contract expired. Greyhound initially demanded a 9.5 percent wage giveback and huge benefit reductions. In mid-November, ATU members rejected by a 96.6 percent vote a revised offer by the company proposing a 7.8 percent pay cut.

The settlement ultimately accepted by ATU members was reached Dec. 3 in Washington, with the help of the Federal Mediation & Conciliation Service. It, too, provides for a pay cutback of 7.8 percent, but the difference in fringe benefits from those in the rejected proposal is valued by the ATU at several million dollars.

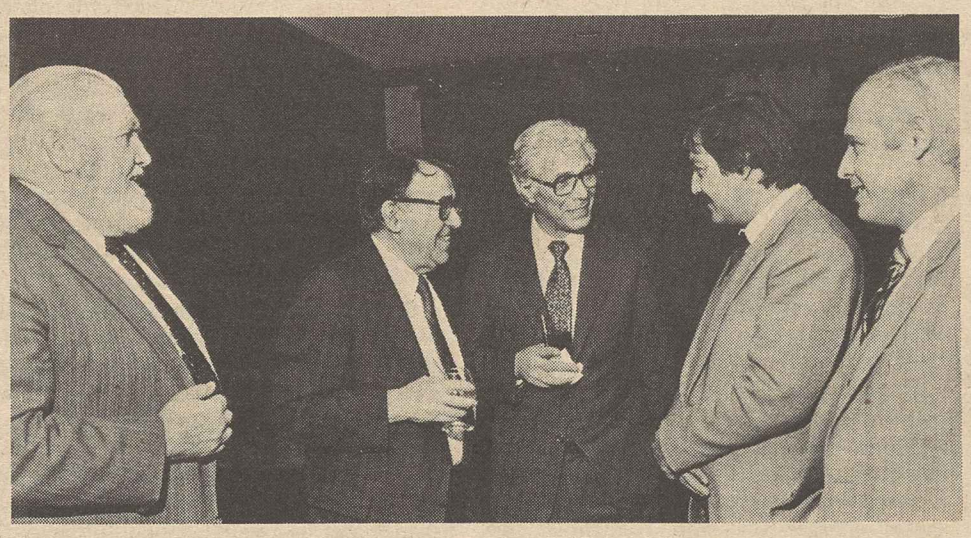
The contract, which is retroactive to Nov. 1 and runs through Oct. 31, 1986, continues the provisions for cost-of-living adjustments, but they will be made in May and August 1986. Under the old agreement, COL adjustments were paid every three months.

Drivers earned 40.5 cents per mile driven and slightly under $9 an hour for nondriving work under the old pact. Ticket agents earned slightly under $10 an hour. There were also regional variations in wage scales in various regions of the country.

Pay will be lower for employees hired after Nov. 1. They will be paid about 20 to 25 percent less than under the old contract at rates Greyhound says are comparable to those of its competitors.

In demanding the pay cutbacks, Greyhound said it needed them to compete with other bus lines and the discount airlines that have sprung up in the recently deregulated transportation industry.

The settlement also provides for a cutback in health insurance benefits and employee contributions of 4 percent to the pension plan. The number of paid holidays was reduced from 10 to eight a year, and meal allowances were scaled back for employees.



Briefing on Chile

Rodolfo Seguel, president of the Chilean Copper Workers, second from right, met with American labor representatives in Washington en route to Chile from Oslo, where he attended the Nobel prize award ceremony honoring Poland's Lech Walesa. Seguel had been exiled for his activities against the Pinochet regime, and was recently allowed back in Chile through the efforts of the AFL-CIO. From left are Executive Director William Doherty of the American Institute for Free Labor Development, AFL-CIO International Affairs Director Irving Brown, AIFLD Assistant Director Jesse Friedman, Seguel, and Luis Thayer, a lawyer for the Copper Workers Union.

Eximbank scored on plan to finance Korean steel mill

The AFL-CIO called on the U.S. Export-Import Bank to refrain from financing a planned steel mill complex in South Korea, charging that it is illegal for the government-supported corporation to involve itself in the project.

In a letter to Eximbank President William H. Draper, Federation Research Director Rudy Oswald cited a 1979 law prohibiting use of Eximbank funds for expansion of exports "if the commodity is likely to be in surplus in world markets."

Oswald pointed out that existing worldwide steel capacity far exceeds demand, and noted:

"U.S. government support for the expansion of South Korean steelmaking capacity is very troubling in light of the problems facing the U.S. steel industry.

"Current efforts to rationalize and better order trade in steel can only be harmed by this indication of U.S. support for additional steel production."

Reports issued by the Eximbank indicate that it plans to lend the Korean government money to build a steel mill at Kwangyang Bay. The project would include the development of a port as well as a plant.

At a time when import penetration in the U.S. market for steel is about 25 percent and the problem of excess world capacity is universally recognized, Oswald observed, U.S. support for additional production facilities in South Korea is difficult to understand.

"It is my hope that you will carefully review this issue and prohibit Eximbank participation in this South Korean project," he said.

Unemployed workers and their families arrive for a performance of the Nutcracker.

Ballet boosts spirits of jobless

Cleveland—The union spirit of Christmas was evident when 2,700 unemployed workers and their families filled Public Music Hall here for a benefit performance of the Cleveland Ballet's "the Nutcracker."

The performance was arranged by the Cultural Arts & Education Committee of the United Labor Agency. The ULA is the community services arm of the Cleveland AFL-CIO.

The Christmas Project was carried out in cooperation with the Ohio Bureau of Employment Services and community service organizations.

There was a $1 charge per ticket, which was used to buy food baskets for the unemployed.

Ben Shouse, ULA cultural arts chairman, told the audience that labor is first interested in jobs for the unemployed, but "we also are interested in the cultural and spiritual development of union members."

"It is just a wonderful experience," said Sarah Williams, who brought her three children. "There is no way my children would ever have seen this without this special night."

Ironically, Williams was laid off by the state employment bureau in September from her job as claims examiner.

The unemployed night grew out of seven years of volunteer work by Cleveland unionists in developing a cultural arts program that has involved thousands of union members.

The ULA committee has organized a plan to offer tickets free or at a discount to unemployed workers and their families to a wide selection of cultural and entertainment events. In the first two weeks of the program 600 unemployed unionists signed up for the special card which will serve as a pass for free performances of the Cleveland Orchestra, the Cleveland Opera, the Great Lakes Shakespeare Festival, the Cleveland Museum of Art and Playhouse Square Foundation theatrical productions.

A unique Arts Advocate program also was begun this fall with 75 labor union members.

It is a three-month program, meeting once weekly, designed to teach rank-and-file members of union locals about the arts in Cleveland. The idea is that those members will go back to their shops and encourage other workers to attend the opera or visit an art gallery.

Joan Kalhorn, ULA's director of cultural arts and education, said the program "combines two of Cleveland's richest resources—its arts institutions and its labor movement."

The Cleveland Foundation awarded a three-year, $88,000 grant to cover staff and organizational costs of the program. Nearly all Cleveland cultural arts institutions are participating.

David Knapp, ULA's associate director, said employed union members have purchased more than 300 tickets to the ballet and a musical to help support the program.

"Our goal from the beginning has been to involve workers in the arts and the arts with union members, and we are succeeding," he said.

Labor's cable TV show gets good reviews

Anaheim, Calif.—"Cableline," the AFL-CIO's first cable television series, got enthusiastic reviews from its most important critics — workers — according to studies done for the federation's Labor Institute of Public Affairs, which produced the programs.

Preliminary results of research conducted during "Cableline's" ten-week season on cable channels in three cities show that a high proportion of both union and non-union families who saw the programs liked the broadcasts, according to Nick DeMartino, LIPA's marketing director.

DeMartino, who was also executive producer of the series, said preliminary findings in surveys done by an independent research firm indicate that 80 percent of viewers who saw pilots of the show found them interesting, and more than half said the programs were as good or better than other nationally distributed cable services.

Of those who saw the pilots, 75 percent said they would like to have a cable service devoted to programming about working people, DeMartino said.

He released the first findings of LIPA's market research at a press conference held at the Western Cable Show here.

Viewers want more

LIPA Director Larry Kirkman said the research indicates that a significant number of Americans would like to see more entertainment, news and information programs about working men and women on television.

"Cableline" was seen seven nights a week on cable channels in Atlanta, Pittsburgh and Seattle from mid-October to mid-December. The experimental series included award-winning films and documentaries about labor issues, entertainment specials, an hour-long labor news magazine, "Laborvision," and broadcasts of "America Works," the AFL-CIO's weekly public affairs program which is also seen on regular channels in 36 cities.

DeMartino said LIPA's market research for the series is being conducted by the ELRA Group. Studies included viewing groups, viewer focus groups, and interviews with cable operations and union members in each of the three cities. Final results will be available in February.

Most respondents in the three cities said programs like "Cableline" could help compensate for a lack of labor coverage elsewhere in television, DeMartino reported.

He pointed out that while union members surveyed responded more favorably to the series than non-union viewers, over a third of the non-union viewers said they would watch "Cableline" programs again. Three-fifths of the union members said they would do so.

Telephone workers, public face 'trying' period

The new year will begin a trying transitional period for telephone workers and the public as the long-discussed divestiture of the Bell System by AT&T formally, officially takes place, Communications Workers President Glenn Watts observed in a statement.

Watts said well over 100,000 CWA members will change employers between their last work day in 1983 and their first day on the job in 1984. Most of these workers, however, will not even move from their current work location. Many operating company employees will continue to share buildings with AT&T, although the two employers will set up separate work areas.

Watts said a large number of CWA-represented operators, particularly in the customer assistance side of the telephone business, will be transferred from the local operating companies to AT&T.

A number of technicians and installers will shift to AT&T Information Systems (ATTIS), and large numbers of clerical and accounting workers will also go to AT&T.

Watts emphasized that CWA has traditionally and consistently supported the concept of universal service, at a price affordable to all, and that divestiture threatens to disrupt this concept.

He called on the U.S. Senate when it reconvenes next month to act promptly on a House-approved measure that would block the Federal Communications Commission from implementing long-distance access charges for both residential and business telephone users.

Business bypass

"It would be a tragedy if big business users bypassed the local and national networks to an extent that those left on the network had to pay more," Watts said.

CWA's executive board, meeting the week of Dec. 12, reaffirmed the union's "advocacy and support of universal telephone service at affordable rates," adding:

"Universal telephone service depends upon strong local and national telephone networks that are protected from bypass which could destroy the viability and affordability of local service.

"CWA favors fair competition and calls for the elimination of the ENFIA (Exchange Network Facility for Interstate Access) discounts to other common carriers at the earliest date possible."

Watts pointed out that national bargaining between the union and AT&T and the Bell System was "never legally established," and he predicted that future bargaining "will be more difficult."

He also predicted that within the next decade employees of MCI—one of the large, heavily financed AT&T competitors that has been attracting long-distance dollars—will find out that it is "in their self-interest to unionize." Eventually—"as the high-tech industry matures"—they will follow the example set by school teachers and other public workers in seeking union representation, Watts said.

He noted that employment opportunities in the industry are expected to rise overall, and there will continue to be a significant need for persons to install and service equipment.

Returning to the questions posed by the breakup of the giant Bell System—a breakup approved by a federal court judge in order to resolve a lengthy antitrust suit —Watts said he does not believe telephone service in the post-divestiture era will be "as good as it used to be."

Changing service

He conceded that "some bypass is going to take place no matter what anyone does," and this fact alone will mean an end of the current type of universal telephone service.

Watts said he hopes the Senate legislation will contain an amendment ensuring the portability of pension benefits for Bell System employees. The House bill has such a provision, and Sen. Robert Packwood (R-Ore.) has told CWA leaders he will support a similar amendment when the Senate considers its bill.

U.S. falls short in 'safety net' benefits for needy

Continued from Page 1

by England, Canada, Israel and Australia, the study showed.

The three-year project was conducted by sociologists Alfred J. Kahn and Sheila B. Kamerman of Columbia's School of Social Work, in cooperation with research teams in the seven other nations. Funding for the study was provided by the Social Security Administration.

The study focused in each country on so-called vulnerable families with young children. They were defined as families with either a working or a non-working single mother, a low-wage earner in a one-earner family, those with one earner who has been unemployed for short or long terms, and families with four or more children. These families were contrasted with "average" or "typical" families with one or two wage earners.

The families' annual incomes—including assistance like welfare payments, housing allowances, child allowances, unemployment compensation, tax credits, maternity benefits and food stamps—were computed and compared to the net income of average production workers in each nation.

The study found, for example, that in Sweden, a single, unemployed mother with two young children has a government-assisted income of about 94 percent of that of the average unmarried production worker there. In France, that figure is about 79 percent and in Germany about 67 percent.

Low ranking

However, in New York and Pennsylvania—the two U.S. states examined in the study—the same family lives on about 55 percent and 44 percent respectively of the average production worker's income. Even with its relatively high benefits, New York compares only with fourth-ranking European countries.

The researchers said New York was chosen for the study because it is among the most "generous" of the 50 states in providing benefits. Pennsylvania was selected because it ranks in the upper third of the states in benefits. They pointed out that about two-thirds of U.S. states provide less than Pennsylvania, which consistently ranked near the bottom of the scale when compared with the seven other nations.

Kahn and Kamerman also found that even the most generous income aid programs in all the countries are rarely large enough to discourage people from working. With few exceptions, they pointed out, families are always better off economically when their income stems from work rather than welfare, unemployment insurance, food stamps or other aid.

Among their other findings:

- Children are expensive, and income maintenance programs never completely cover the cost of raising them. Couples without children were always found to be better off financially than those with families.
- The richest countries are not necessarily the most generous. In general, the "generous" nations usually also have high taxes, and many countries tax income from benefits such as social security and unemployment insurance.

Economic stress

- As living costs increase, so does economic stress on each nation's "typical" families—those with a working husband, non-working wife and two children.

The authors also noted that Sweden, France and Germany have instituted programs of universal children's and housing allowances. These benefits, they said, let needy families avoid the "stigma" of receiving public assistance, and benefits to high-income families are partially recovered through taxes.

Pilots union sets campaign to probe Continental action

The Air Line Pilots accused Continental Airlines of brazen abuse of bankruptcy laws in announcing the union's wide-ranging corporate campaign against the struck carrier.

ALPA President Henry A. Duffy said the campaign would be "the best way to show Continental, its parent company Texas Air Corp. and the entire airline industry that bankruptcy laws must not be used to terminate labor agreements and bust unions."

He pointed out that despite concessions from pilots and other employees worth more than $140 million, the air carrier declared bankruptcy last August, and refused to honor its labor contracts.

The AFL-CIO Executive Council last week approved a boycott of Continental at the request of ALPA and the Machinists whose members had been striking the airline since August.

Probe focus

Duffy said that one area the union investigation will focus on is the disposal by Continental Chairman Frank Lorenzo and other corporate "insiders" of large amounts of holdings in Texas Air during the year prior to the bankruptcy.

It will also look into Continental's business transactions and activities of company officials, organization of shareholder actions against Continental and Texas Air, examinations of corporate interlocks to determine if anyone profited from advance notice of the bankruptcy, an education program to inform financial institutions and the public about Continental's activities and to alert air travellers to safety questions about the "new Continental."

Duffy said the union will also mount picketing at Continental terminals, the airline's Houston headquarters and the offices of companies financially tied to it.

Informational picketing in Houston is scheduled to begin Dec. 29 outside Sakowitz department store, whose Chairman Robert T. Sakowitz sits on Continental's board, and on Jan. 5 outside the offices of anti-union Brown & Root Construction, Inc., whose Senior Vice President James Wilson serves on both the Continental and Texas Air boards.

Santa's protest

Typographical Union members picket the National Labor Relations Board headquarters to protest a long delay in resolving unfair labor practices charges against two New Jersey subsidiaries of Allbritton Communications—the News in Paterson and the Dispatch in Union City. ITU Local 103 has been on strike since February 1981. The pickets, including three Santa Clauses, distributed leaflets charging they "are being held hostage by Reagan's NLRB."

Maine convention approves 25-cent per capita increase

Rockport, Me.—The Maine State AFL-CIO, facing election challenges and legislative battles in the year ahead, took direct action at its 14th biennial convention to put itself in the best possible position to achieve victory.

To strengthen the state federation's finances, the convention approved a monthly per capita tax increase of 25 cents beginning Jan. 1, 1984, when the per capita payment goes to 65 cents.

In another constitutional amendment, the 200 delegates from 90 local unions and 12 councils approved an annual state COPE assessment of 20 cents per member. The money raised will be earmarked for state legislative races.

State AFL-CIO President Charles J. O'Leary reviewed labor's activities in Maine over the past two years, stressing the need for increased affiliations and improved communications.

AFL-CIO Sec.-Treas. Thomas R. Donahue, in an address to the delegates, outlined the federation's program for the nation's economic recovery, the process by which the AFL-CIO endorsed Walter Mondale for the Democratic presidential nomination, and the need for rank-and-file membership involvement in the 1984 elections.

Twenty-one resolutions were adopted by the delegates, including a legislative program calling for an accurate system of timber measurement that is easily verifiable by the Dept. of Agriculture when a dispute between workers and wood harvesting firms arises, support for a large hydroelectric project in northern Maine under consideration by the Great Northern Paper Co., support for educational reforms to raise standards in the recruiting and retention of teachers, opposition to the dilution and weakening of enforcement efforts by the Maine Occupational Safety & Health Administration office, and support for an increase in the state minimum wage.

Other speakers were Gov. Joseph Brennan; State Democratic Party Director David Brenerman, who conducted a workshop on the selection of delegates to the Democratic National Convention; and New England Area COPE Director Madeline Matchko, who explained COPE's program for the coming year.

Williams Furniture put on unfair list

Williams Furniture Co. of Sumter, S.C., has been placed on the AFL-CIO's Unfair List at the request of the Furniture Workers.

The Union Label & Service Trades Dept., in a notice to affiliates and state and local labor bodies, asked consumers not to buy furniture made by the company where 900 members of UFWA Local 273 have been on strike since Dec. 6.

The UFWA struck the company after Turner Holdings, Inc. purchased the firm from Georga-Pacific Corp., laid off 225 workers without regard to seniority, and attempted to unilaterally impose a 10-percent wage cut. The company also said it was eliminating three paid holidays and a week's vacation for a number of employees.

Despite a 45-year history of bargaining between the UFWA and Williams Furniture, the new owner told the union it did not have to honor the union's contract. The union has filed unfair labor practice charges with the National Labor Relations Board against Turner and Georgia-Pacific.

The UFWA pointed out that Williams will be making the same products and selling them to the same customers as before the transfer of ownership.

Misbrener named by OCAW board to succeed Goss

Lakewood, Colo.—Joseph M. Misbrener was elected president of the Oil, Chemical & Atomic Workers by the union's executive board to fill the term of Robert F. Goss, who retired Dec. 16.

Misbrener, 59, was serving his second term as an OCAW vice president. His term as president expires in 1985.

Goss, a vice president of the AFL-CIO, and eight other OCAW staff members accepted an early retirement option which was offered as part of a program to reduce the union's staff.

Misbrener worked at an oil refinery from 1947 to 1961 when he became the full-time secretary-treasurer of OCAW Local 1-547 in Lawndale, Calif. He was appointed an international representative in 1963. In 1976, Misbrener was named assistant to the OCAW president. He was elected a vice president in 1979.

New vice president

The OCAW executive board selected Robert E. Wages III to serve out Misbrener's term as vice president. Wages was the executive assistant to the president and formerly had been on the union's legal staff. He had been president of the Phillips Petroleum local in Kansas City.

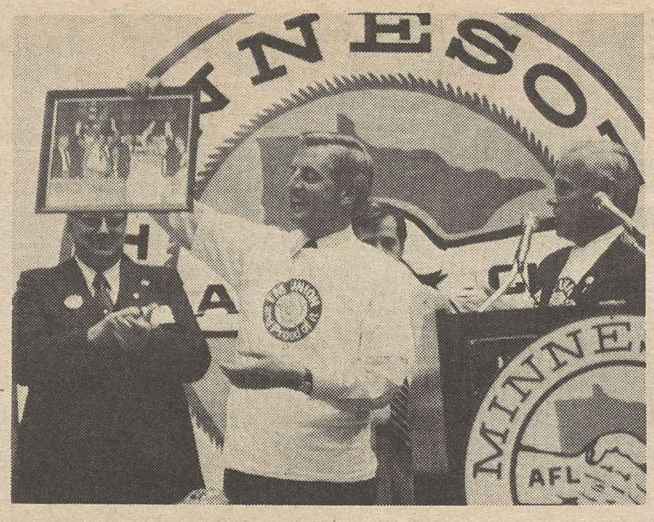
Goss, 62, was first elected president in 1979. His career began in 1941 as a laborer at Union Oil's Los Angeles refinery. He worked as an operator and then a machinist until his job was eliminated.

He held office with OCAW Local 1-128 in Long Beach, Calif., in various capacities until being named a full-time local staff representative in May 1949. From 1957 to 1963, he served with the International Federation of Petroleum & Chemical Workers.

Goss also served during the mid-1960s as the assistant general secretary of ORIT, the Regional Inter-American Organization of Workers, headquartered in Mexico City. In 1965, he resumed his post as international representative for OCAW.

Goss was elected to AFL-CIO Executive Council in November 1979.

Joseph M. Misbrener



Mondale participates in Minnesota labor activities through the years. Center, welcomed to the 1980 State AFL-CIO convention with David Roe at right.

Minnesota unions learned to rely on Mondale

By David K. Roe
President, Minnesota AFL-CIO

If you're a Minnesota trade unionist, chances are better than even that you have known Walter Mondale quite well for a long time.

He hasn't missed a State AFL-CIO convention in 22 years, and he has turned up at so many picket lines and sat in on so many local union and central body meetings that he is as much a part of the trade union family as any of our elected officers and delegates.

So I welcome the chance to tell those elsewhere in the land what we in Minnesota know about Walter Mondale and what they could expect of him as President of the United States.

Union roots

We began hearing about Mondale as an able labor lawyer in the 1950s. Indeed, his first job out of law school was counsel to Service Employees Local 113 in Minneapolis.

It wasn't until 1962, after he had become Minnesota attorney general, that I met him. As president of the Minnesota Building Trades Council, I went to see him about a string of phony "trade schools" that had sprung up to victimize veterans and the children of our members with false claims about training and job-placement programs that never materialized. His door was open that day, and it's been open ever since.

He grasped the problem at once and went to work to weed out the trade school racketeers, using the full weight of the attorney general's office. Working with a special all-labor committee, he distributed statewide a pamphlet called "Training for Your Future," featuring a checklist for evaluating private trade schools. He drafted a law to establish high standards for such schools and saw it through the legislature. As a result, if you send a son or daughter to a Minnesota trade school, you can count on getting your money's worth.

As state attorney general, U.S. senator and Vice President, Walter Mondale has never failed to support the interests of working people. And I know first-hand that his support of our issues comes from the heart, from personal grappling with the problems over the years—not from position papers drafted by a staff to win votes.

I recall vividly the anguish of former Minneapolis Moline factory workers who lost most of their promised pensions when the new owner, White Motor, closed the plant. Mondale held a Senate subcommittee hearing in Minneapolis in 1972 to get to the bottom of things. Representing the Minnesota AFL-CIO as president, I testified that workers consider pensions part of the wage package and not a gift from the employer. Moline employees told him they expected monthly pensions of $355, but found them shrunk to $76.

In an emotional response, Mondale declared: "These things we heard here should never happen in America. The hopes of Moline workers for a secure retirement age are a mirage."

As always, having identified a social evil, he didn't settle for merely deploring and denouncing it. He threw all his energy into a fight to cure it.

Even before the hearing, he had been a co-sponsor of a bill to secure workers' pensions, a bill that eventually led to the pension protection law, ERISA. But what he uncovered at the Moline hearings led him to become chief Senate author early in 1974 of the comprehensive plant closing bill. His bill called for two-year advance notice of a plant shutdown, grants to the community, assistance for workers, and an investigation into the need for the plant closing. That bill died, but what Senator Mondale started, President Mondale will finish.

It was no surprise to the Minnesota labor movement when he went on record as a concerned private citizen in 1982 for the domestic content law for automobiles to preserve jobs in the assembly plants, the parts supplier factories, and in the steel mills.

Commitment to fairness

We remember Mondale, at Minnesota AFL-CIO conventions, backing federal tax reform to remove "loopholes, devices and gaps" which enable the rich to throw the tax burden on middle- and low-income taxpayers. His commitment to fair taxes, based on the ability to pay, is not mere campaign rhetoric. His 93 percent "right" AFL-CIO rated voting record in the Senate is proof that it's real.

As precinct caucuses and presidential primary elections rapidly approach, keep in mind that Walter Mondale has a proven track record on all the issues important to working men and women.

As attorney general, he created one of the earliest state consumer protection units. He continued this thrust as a U.S. senator by sponsoring laws to limit garnishments, provide for truth in lending. He led the fight against the amendment pushed by the national Right to Work Committee to remove the tax-exempt status of non-profit organizations that opposed or supported political candidates. We all know that today workers' gains depend nearly as much on the ballot box as on the bargaining table.

Based on our experiences, we in Minnesota know that union members would get a fair shake from Walter Mondale in the White House. In 1979, the Republican governor of Minnesota and our two Republican U.S. senators demanded that President Carter and Secretary of Labor Marshall end the Grain Millers strike in Duluth by invoking the Taft-Hartley Act. I made a quick call to Vice President Mondale to explain the situation. Mondale got an equally quick response from President Carter, who said an emphatic "no" and dispatched the director of the Federal Mediation Service, Wayne Horvitz, to Minnesota. Horvitz personally conducted negotiations that led eventually to a fair and honorable contract agreement.

I vividly remember, when Mondale's close friend and mentor, Hubert H. Humphrey, ran for President in 1968, how inspiringly Fritz called on union officers and stewards here to roll up their sleeves and explain the election issues to their fellow workers, as they had done for President Harry Truman's candidacy 20 years earlier. Today, in that spirit and for the same reasons, the Minnesota labor movement is rolling up its sleeves to work as hard as we can for Mondale's nomination and election. We urge every trade unionists to join us in helping to elect the one candidate we can always count on.

Kirkland renews labor's call for reversal of Reagan policy

Continued from Page 1

economist Stephen J. Rose found that the middle class is shrinking as many families have sunk into poverty or near poverty in the last few years.

Rose's study estimated the number of people in "the middle part of the middle class" by calculating the number of households with annual incomes in an intermediate range between high- and low-income levels defined by the Bureau of Labor Statistics.

"In 1978, approximately 55 percent of the population fell between these boundaries," he observed. "By 1983, this figure was 42 percent. For a five-year time span, this represents a very large shift."

This downward shift represents a significant change in the nature of the American social fabric, Rose said.

"More and more people are finding it difficult to maintain a decent standard of living. Many who were once comfortably middle class are now scraping by with severely reduced incomes. Some have joined the category of the 'new poor' as the gap between the 'haves' and the 'have nots' has widened," he said.

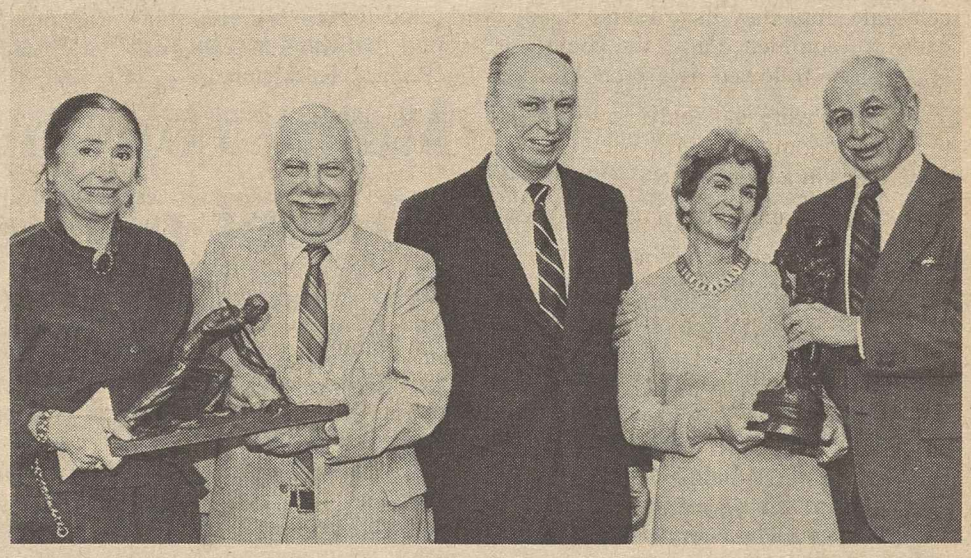
In his study of social stratification in the United States, Rose focused on those middle-income families with annual incomes in the range of $11,500 to $27.500 in 1978, or from $17,000 to $41,000 in 1983.

"Of the people who left the middle part of the middle class, three-fourths suffered a decline in their standard of living and one-fourth improved their standards," he reported.

Recent data collected by the Census Bureau also showed that the distribution of family income was growing slowly but steadily more unequal.

Levy, Michel, Rose, and the Census Bureau suggested these reasons for the changes:

- The economy is creating high-income jobs in high-technology industries and lower-paying jobs in the services, but the number of middle-income jobs in the auto, steel, construction, and other manufacturing industries has dropped sharply.
- The value of welfare and food stamp benefits has not kept pace with inflation.
- Tax burdens in the last five years increased more rapidly for low-income people than for the affluent.
- A big increase in divorces, with dramatic reductions in incomes of the splitting parties.



Estelle and Joseph Stone, AFL-CIO Sec.-Treas. Thomas R. Donahue, and Hilda and Laurence Steibel at presentation of bronze statues of workers to the George Meany Center for Labor Studies.

Studies Center receives gift of bronzes depicting workers

Silver Spring, Md. — A collection of small bronze sculptures depicting workers at their jobs was donated to the George Meany Center for Labor Studies by two labor arbitrators and their wives.

The donors, Estelle and Joseph Stone and Hilda and Laurence Steibel, also gave the center a collection of valuable labor memorabilia collected during their travels across the United States.

AFL-CIO Sec.-Treas. Thomas R. Donahue accepted the gift on behalf of the studies center at a reception held on the campus.

In accepting the bronzes, Donahue reminded the participants of remarks by the late CIO president, Philip Murray, pointing out that workers want more for themselves and their families than just a living and a paycheck, they want a life of dignity and decency symbolized by "a rug on the floor, pictures on the wall, and music in the home."

Although the sculptors of each of the 15 bronzes in the collection are not all known, the donors said most were cast in France or Germany around the turn of the century, although several are older. Some bear the names of the artist and the location of the foundries where they were cast. The center is preparing the collection for display.

EDITORIALS

Behind Greyhound

GREYHOUND WORKERS went back to their jobs in time for the holiday travel rush, but there can be little celebrating. The Amalgamated Transit Union makes no great claims for the settlement it reached with management although it can take great pride in the courage, strength and solidarity of its members who withstood an ugly attack on their union by management.

From the beginning of the dispute, it seemed clear that Greyhound Corp. was determined to break the ATU or, at least, weaken it so badly it could no longer provide strong representation for its members.

The attack on the ATU brought a response from the entire labor movement which management had not expected. Rarely have so many trade unionists responded so militantly to an attack on their brothers and sisters. This great show of solidarity forced management back to the bargaining table after it had declared it would not negotiate further and could continue hiring strikebreakers to replace the ATU members.

The corporation's demand—accept cuts in pay and benefits or lose your jobs—was a repeat of what many unions are facing in industries as varied as copper mining, airline transportation, furniture making and meat packing.

CORPORATIONS sense they can get away with these retrogressive schemes for several reasons. They have seen a President succeed in breaking a union (PATCO); they can take advantage of an army of desperate unemployed men and women, the victims of Reaganomics; they know that the President has shifted the balance of power at the National Labor Relations Board to a right-wing majority; the activities of the Federal Mediation & Conciliation Service and the National Mediation Board have been curtailed.

In this atmosphere, short-sighted corporate managers see an opportunity to bash unions with impunity. They know the Reagan Administration will not intervene and they believe the legal protection of unions has been so eroded they can escape retribution for their dirty tricks.

The response required from organized labor in this atmosphere is clear: more solidarity within union ranks and greater political activity than ever in 1984 to return fairness and progress to the federal administration.

A Painful Year

ECONOMIC CONDITIONS made the past year a painful one for American workers, their families, and their unions. We are gratified at any and every sign of relief and at each return of an unemployed worker to a productive job. But the 11 million men and women who still need and want jobs will have no reason to celebrate until they have found steady work, and there will be no cause for confidence until the country is assured that this recovery is not to be followed by a second and worse Reagan Recession.

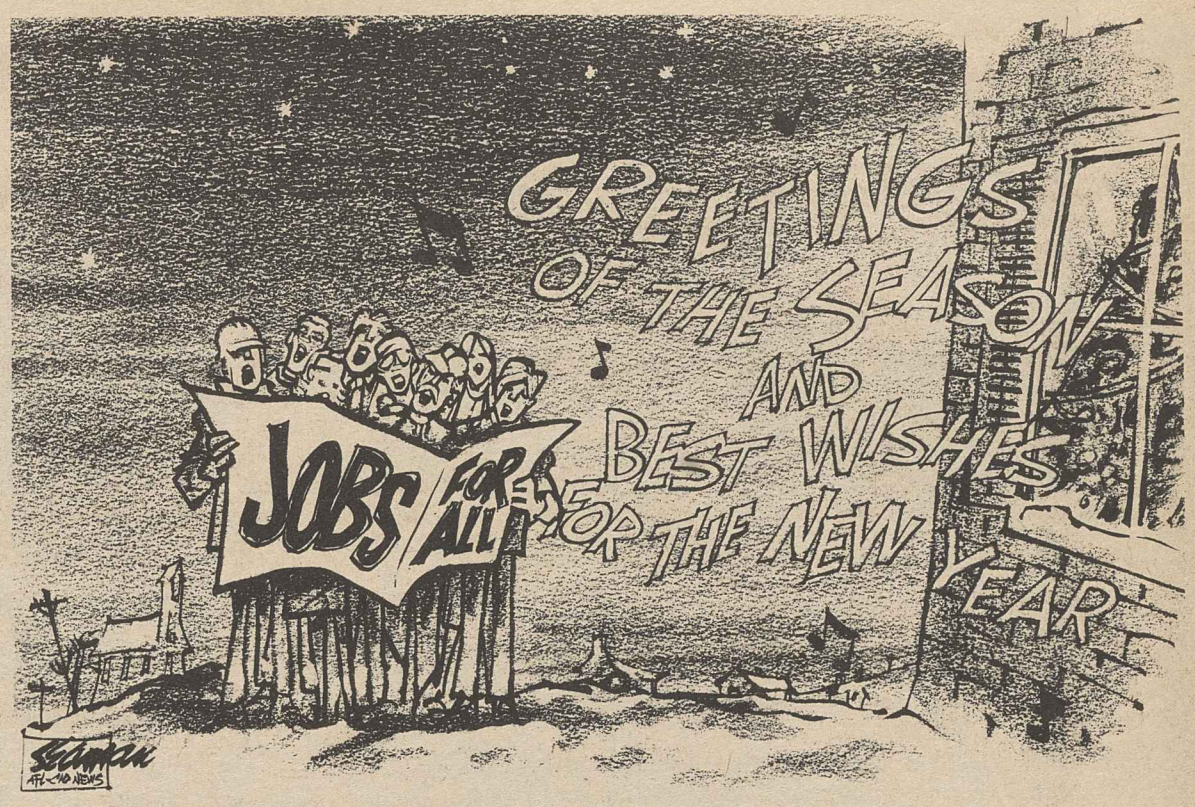
True recovery can only be achieved by a fundamental change in the economic policies which brought the worst suffering to Americans in a half century.

We have committed ourselves to bringing about that change.

During this recent period of trial, a new spirit of solidarity has been growing in the ranks of American labor. Working men and women have rediscovered an old truth, that the one great source of their strength is their unity, their sense of common purpose. Following their instructions, the AFL-CIO has set in place a program that will make labor's collective voice felt as never before in the democratic political process.

Together, in solidarity, the labor movement will continue its campaign to change the political and economic course of the country and to regain the tempo of human progress. Labor will play its full role in the common effort to build a more just, more tolerant and stronger nation, whose rewards will be shared by all.

—From New Year's message of AFL-CIO President Kirkland.



Washington Window

Reagan's fantasy script glosses over soup lines

By Press Associates, Inc.

When kids come out of a Saturday matinee into the daylight, they blink their eyes in the harsh light. They know they are out of the world of make-believe and back in reality.

The Reagan Administration, in the view of a veteran labor lobbyist, is like sitting through a four-year movie.

The scenario was simple enough to President Reagan when he started out. He promised tax cuts, increased military spending and a balanced budget. Candidate George Bush, now vice-president, called it "voodoo economics."

Apparently, what was supposed to happen was that the tax cuts would provide investment capital for a boom. As the private sector created millions of jobs, social programs could be eliminated and people would become "independent."

The model seemed to be the 1920s of Calvin Coolidge, Reagan's hero. Private enterprise would have free rein, the heavy hand of government regulation would be lifted, labor would be cheap and, hopefully, unions would be weak.

The tax cuts materialized with a vengeance. As Reagan budget chief David Stockman recalls the corporate lobbying successes of 1981, "the hogs were really feeding." That tax cut of some $750 billion for business and the rich deprived the government of revenue and remains a key factor behind today's record deficit.

The scenario

Following the script, Reagan pushed through massive cutbacks in social programs. There would soon be plenty of jobs and labor available.

But that was Hollywood. Instead of a boom, America got the Reagan Recession, the longest and deepest since the Great Depression.

Most Americans do recognize the hardship which has been inflicted on the poor and working people by the Administration. A recent Washington Post-ABC News poll asked whether the Reagan cutbacks created "serious hardship for many people" or for "just a few people." A total of 54 percent answered serious hardship for many and 40 percent said hardship for a few.

When Presidential counselor Edwin Meese III said "people go to soup kitchens because the food is free and that's easier than paying for it," he created a storm of protest. Church and social workers, directors of rescue missions and soup kitchens and nutritionists were outraged.

Catering to Meese

Reagan came to Meese's defense and claimed "more money is being spent, more people are getting food stamps" than ever before.

That happens to be another Administration half-truth, because it created millions more jobless and hungry in the first place.

Nancy Amidei, director of the Food Research & Action Center, noted that "there are soup kitchens and food pantries in towns and cities of every size because of the recession and the policies of a President who obviously doesn't care whether the unemployed and their families have any way to put food on their tables."

FRAC researchers said that while the poverty population has increased, the Reagan cuts made less food aid available. It said 1 million people lost eligibility for food stamps, 3.2 million children lost school lunches, and 475,000 children—most disadvantaged—lost school breakfasts.

While Reagan was defending himself as concerned over hunger, it was revealed that new rules were being considered inside his Administration to slash several hundred million dollars from the Supplemental Security Income program, which aids the needy aged, blind and disabled. Then it was disclosed that Reagan told some reporters he would press for a subminimum wage

When does this movie end, anyway?

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Vol. 28, No. 51 SATURDAY, DECEMBER 24, 1983

INTERNATIONAL LABOR PRESS AFL-CIO/CLC ASSOCIATION

The AFL-CIO News (ISSN-001-1185) is issued weekly except for the last week of the year at 815 Sixteenth St., N.W., Washington, D.C. 20006. $10 a year: Second class postage paid at Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Weekly Publication
of the
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MEMO FROM COPE

AWAH Is at It Again . . . Or, Rather, 'Still'

Latest From Administration With a Heart

AWAH, the Administration With a Heart, is up to its old tricks again. No, "again" isn't the word; it implies there's been an interruption in its behavior. There's been no interruption, even with Jim Watt gone from the scene.

Ed Meese merely picked up where Watt left off without missing a beat. Meese is counselor to the President, one of Reagan's closest confidants and friends, and one who served during Reagan's terms as governor of California.

Meese, of course, cinched the "Jim Watt Soundalike" trophy when he shrugged off stories of hunger in America and suggested a lot of folks who don't have to eat at soup kitchens do so "because the food is free . . . and that's easier than paying for it."

If there was any sympathy for those who eat at soup kitchens purely from need, it didn't show up in the interview with a reporter from which the above quote emerged.

Meese does not even accept that there are "authenticated" instances of hunger in America, though scores of organizations and individuals involved in trying to help feed the hungry testify to growing numbers of them in almost all sections of the nation.

As if to demonstrate that there is, indeed, no authenticated hunger in the land, Meese just a couple of days after popping off attended a Christmas party for 380 guests hosted and paid for by a rich friend of his and Reagan's, Roy Pfautch. The menu: Smoked trout, prime rib, plum pudding, three wines. In a triumph of type-casting, Meese presided as Santa Claus.

(Not to worry about all this, though. The President takes firm stand against starvation, proclaims a national "Care and Share Day" for people to give canned goods to the hungry, and then turns his mind to other problems.)

* * *

And then, just a few days after Meese's gaffe, word slipped out that the Administration With a Heart probably will seek spending cuts in certain health programs when it unveils its new budget proposals in late January.

Slated for slashes: the child-immunization program, medical care for persons exposed to toxic wastes, treatment of venereal disease. Federal child-immunization funding already has been cut back 15 percent since Reagan took office.

Reportedly, Health & Human Services Sec. Margaret Heckler opposes the cuts, which are the brainchild of Reagan's budget director, David Stockman.

The proposed slashes, if enacted, would come on top of $18.5 billion in health program cuts in the 1982-85 period as a result of program changes pushed through by the Reagan Administration.

* * *

Wait a minute, we're not done yet. On top of the above items—it being Christmas time and all that—news comes that the Administration With a Heart is taking a look at proposals to cut hundreds of millions of dollars from the Supplemental Security Income programs. These help 3.9 million of the needy aged, the blind, the disabled and seriously crippled children. The proposals were drafted by a special consultant hired by Reagan's appointed Social Security commissioner. The consultant Carl B. Williams, just happened to be an official of the California welfare department when Reagan was governor, now in the welfare consulting business. One of his clients was Reagan's Agriculture Dept., for which he drafted proposed food stamp changes which would severely cut benefits. One means he suggested: Count heating fuel aid to the poor as income, reduce food stamps by that amount.

* * *

And finally . . . AWAH is again looking at the minimum wage and again talking about a subminimum for youth at $2.50 an hour instead of the statutory base wage of $3.35. Reagan claims "a lot of our ills are due to the minimum wage," a charge levelled for decades and never backed up by fact.

Odds 'n Ends

CAMPAIGN SPENDING INFLATION shows up drastically in figures recently released by Federal Election Commission. In 1982, 33 winning U.S. Senate candidates spent average of $2.1 million each. Six years earlier, when many of same senators were running, average winner's cost was slightly over $600,000. Same huge jump occurred in House races. Winning candidates in 1982 spent average of $280,000, compared to $86,000 in 1976.

'LOOPHOLE MONEY' in huge sums is expected to flow into Reagan re-election campaign, assuming President runs again. Under 1979 election law ruling, big contributions can be made to state parties for presidential campaign purposes in such activities as registration and get-out-the-vote drives, phone banks, volunteer programs, bumper stickers, buttons and other campaign paraphernalia. Technically, funding and coordination come out of national party committee headquarters. In 1980, this loophole money pumped about $15 million into support activities for Reagan's presidential bid, a vastly higher figure than the $1.3 million collected by the Democrats to bolster Carter campaign. Democrats this year are determined to narrow the gap.

OTHER HELP-REAGAN MONEY gets green light from federal court, which struck down congressional action limiting "independent expenditures" in behalf of or against a candidate to $1,000 by a political action committee. Decision clears way for continued lavish "independent expenditures" campaigns by groups like National Conservative PAC which pioneered the technique. NCPAC and other right-wing groups expect to shell out $15-$20 million to boost Reagan campaign, probably mostly for radio/TV spots beyond those financed by Reagan's campaign committee itself. Add to this another $15-$20 million spent in behalf of Reagan by ad hoc business and corporate PACs, and there'll be more of Reagan on the tube next fall than "I Love Lucy" re-runs.

EFFECT OF OUTSIDE FUNDS like loophole and "independent expenditures" money is to skew public financing aspect of presidential campaign. In last two presidential contests, and presumably in 1984, candidates agreed to run on funds checked off for that purpose by taxpayers. In 1980, for example, both Reagan and Carter had $30 million from the fund. In theory, that equalized campaigns, at least in terms of funding. But in 1980, lopsided independent and loophole money expenditures in support of Reagan's campaign thwarted intent of public financing idea. It threatens to do same in 1984.

SPEAKING OF NCPAC, a healthy hunk of its independent spending will go to its "American Heroes for Reagan" promotion, featuring 'heroes" in radio/TV commercials for the President. Recently added to roster of "heroes" who'll be in NCPAC ads: Patrick Wayne, son of the late John Wayne, a fine actor who performed in some good flicks but who was way off to the right politically. The Duke would be proud of Patrick.

Good Thought for the New Year — One Vote Counts!

(A lot of folks out there still aren't convinced that one vote counts. Maybe some will never be sold on the notion. But there's a group of candidates and voters in some Ohio communities who learned it as a result of last November's elections, and if close ones crop up in one state, they crop up in 50. One vote does *count, and that's a good thing to keep in mind as we head into an important election year.)*

Mayor Makes It By One

In Pickaway County, it was two weeks after the Nov. 8 balloting before the election board was able to certify that John Jenkins was re-elected mayor of Circleville. That's because they had to check, double-check and triple-check and at last they could say, yes, Jenkins won with *exactly one vote* more than his opponent, 1721-1720.

Flipping Their Lids And Their Coins

In Lake County, election officials flipped their lids when they noted that two contests wound up in a tie. They decided to flip a coin to determine the winners. In one council race, incumbent Glen Kanaga called the toss correctly to break the 698-698 deadlock he was in. A 607-607 tie for a seat on the charter review commission was settled when Jonni Clemett called the coin toss wrong, losing thereby to her opponent James Mathewson.

(In the town of Liberty Center, too, a dead heat was broken by a flip of the coin. Jerry Spiess became mayor when his opponent guessed wrong on the coin toss after they had ended the campaign with 152 votes each.)

By Contrast, Here's a Three-Vote Landslide

None of those close calls for Ft. Shawnee, Ohio. In the mayoral race there, Karen Garrett apparently lost to incumbent Kenneth Windle on Nov. 8 by one vote, 755-754. She asked for a recount. In it, Ms. Garrett picked up five votes for a 759 total. Her opponent only gained one vote for a 756 total. Three votes—it's practically a landslide.

(Some folks are going to read the above and say, "Yea, sure, but you're talking about piddling little offices. I'm underwhelmed. Show me where one vote counts so much in a real important *election." Well, to begin with, there's no such thing as a "piddling" office. They all count for something. In addition, some "real important elections" have been mighty close.)*

How Do Close Votes For President Grab You?

► Back in 1880, James Garfield just made it to the presidency over Winfield Hancock by a vote of 4,606,159 to 4,604,261. That's a mere 1,898 votes out of 9,210,420 votes cast, a winning percentage of 50.01.

► John F. Kennedy fared much better. He defeated Richard Nixon in 1960 by an average of a little less than one vote per precinct nationwide.

► Nixon made it up eight years later. He topped Hubert Humphrey by merely two votes per precinct on average.